

TUC urges swift action on Bullock call for worker-directors

Government is to be pressed by the TUC to bring in legislation implementing the Bullock committee's report on industrial democracy, published yesterday. With three members dissenting, the report recommends

worker-directors in the board rooms of the 738 private-sector companies employing 2,000 workers or more. But with strong opposition from employers and the Cabinet divided, there is little likelihood of legislation this session.

Divided Cabinet has intention of bringing into legislation

Wood
Editor
The Cabinet has no intention of rushing into legislation on the Bullock report's recommendations, but it is serious about bringing in legislation to implement the report's recommendations.

Report
Reaction
Parliamentary report
Leading article
Setback for participation;
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is session, probably in the Bill or a White Paper on industrial democracy, is no serious intention that it could be this session. Publication will fulfil the pledge to bring in

not thing we should rule out the possibility of a two-tier board. Mr John Nott, who leads the Opposition on trade, declared the Conservatives' commitment to worker-participation but by that they meant all employees, not simply unionists. They also believed in flexibility.

consultations are to the TUC and the CBI as much common ground as possible; and, in the ambiguity, we forward legislative proposals in the hope of achieving a lasting that would improve relations and industrial

The Bullock report described as unrealistic and destructive. It would make a mockery of genuine democracy in industry and undermine most of the progress made by the best companies during the past few years. Consultation would mean nothing unless it went wider than the majority recommendation and the original terms of reference.

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Mr David Penhaligon, the Liberal spokesman, roundly warned the Government that the idea of directors elected only by union members would not be acceptable. Why were only three out of 337 submissions considered by the Bullock committee?

over the Bullock committee's reference had to the private sector. The report's recommendations cover companies in Government, but the report's recommendations in the private sector, there was to of the extension of participation in local government, where on of responsible created difficulty.

He emphasized the need for agreement, and the importance of a ballot among the workers. One of the advantages of the Bullock report was that it opened the way to flexible solutions. Nor would the consultations exclude the minority report. Above all, he said, "this system cannot be triggered without having a vote of all the employees."

One of the most respected voices in the Labour movement, Mr George Grant, of Morpeth, administered the strongest warning to the Government. "The message I want to get across," he said, "is that you can lead a horse to water but you cannot make it drink." Let the Government introduce worker-participation at a lower level and "take both sides of industry with us."

To the surprise of a cheering Opposition, Mr Dell commented that he agreed. Nothing in the majority proposals was inconsistent with that.



Minority report signatories: Sir Jack Callard, Mr N. P. Biggs and Mr Barrie Heath.

CBI rejects idea of imposing directors on board by law

By Paul Roudledge
Labour Editor

The TUC is to press the Government to bring in early legislation implementing the majority report of the Bullock committee on industrial democracy, which, according to the unions, ushers in a new industrial revolution.

When the report recommending worker-directors in the board rooms of the 738 private-sector companies employing two thousand workers or more, was published yesterday, Mr Len Murray, general secretary of the TUC, said: "We hope legislation will be drafted and tabled this session. Whether the parliamentary timetable would allow it to get through is debatable, but we are certainly looking for legislation on the statute book in 12 months' time."

But strong opposition from employers, management organizations, and some trade unions hostile to the proposals lies ahead, and the Government is likely to see the minority report's rejection of the TUC's proposals as a convenient and cogent reason to postpone legislation.

The consideration of British Industry said last night that it would seek an early meeting with the Prime Minister to clarify the Bullock proposals. However, it would not take part in consultations with ministers based on the proposal that companies should be forced by law to appoint directors nominated by trade unions or employees.

The 120,000-word report (text, page 4) is divided between the majority view sympathetic to the TUC, signed by seven members of the inquiry committee including Lord Bullock, the chairman, and a minority view signed by three employers' representatives. The minority report rejects the approach of the union representatives and the

industrial relations academics on the committee. The majority argue that the boards of management in the biggest companies should be thrown open to elected trade unionists, "putting the relationship between capital and labour on a new basis."

Candidates for the board would be chosen through a joint representation committee of unions. They would usually have to be employees of the company and in practice they would usually be shop stewards.

They would be paid the rate for their shop-floor job with any extra for being on the board, but would be recommended for expenses and would have secretarial help. Shareholder representatives would continue to be the senior executives of the company, as at present.

The majority report rejects the prospect of imposing European-style supervisory boards, which the TUC once favoured, on the ground that they would add an alien tier of management to industry. Overall, it is clear that the TUC team of Mr Jack Jones, Mr Clive Jenkins, and Mr David

Court finds Mr Slater has no case to answer

By Stewart Tiedler

Mr James Slater yesterday won his fight against an extradition application by the Singapore Government to try him on six charges involving a private investment company. At the end of a 13-day hearing Mr Kenneth Barraclough, the Chief Metropolitan Magistrate, said he had found no case to answer.

But Mr Barraclough, sitting at Horseferry Road Magistrates' Court, Westminster, said Richard Talling, a former Slater, Walter executive, did face a case on 15 of the 17 charges against him. Four of the charges are similar to those brought against Mr Slater.

Mr Barraclough said the charges against Mr Slater included four involving a criminal breach of trust and two that as a director he furnished false and misleading statements to shareholders of Haw Par Brothers International Ltd.

Yet there was no evidence that he was a director, although the prosecution said he acted as such. Mr Barraclough said there was no evidence that he held himself out as a director. It was said by the prosecution that he aided and abetted others, but he was not charged with that but only as a principal.

Mr Barraclough continued: "The evidence in my view falls short of that which would have to be established for a prima-facie case of conspiracy to cheat and cheat."

Then Mr Talling, aged 42, of Wimbledon, stood as the 15 charges against him were read out. Asked if he wanted to say anything, the former chairman of Haw Par said: "I deny all the charges."

The court was adjourned and yesterday afternoon Mr Talling was released on bail of £45,000 by Lord Widgery, Lord Chief Justice, and Mr Justice Forbes without opposition from the Singapore Government.

Mr Talling is applying to the High Court for a writ of habeas corpus against extradition. If that fails he may go to the Law Lords on a point of law. The process is likely to take some time.

After Mr Barraclough had announced his decision yesterday, the question of costs was raised by Mr John Mathew, for Mr Slater. There were estimates yesterday that the whole process so far has cost more than £120,000, involving as it has the services of two QCs and five counsel for the two

Changes in number of MPs may ease way to devolution guillotine

By David Leigh
Political Staff

The Government is considering a big concession on the devolution Bill in the hope of easing the passage of a guillotine motion without which it cannot hope to pass. The aim would be to cut the number of Scottish and Welsh MPs at Westminster and at the same time increase the number of Irish ones.

Such a proposal would not be introduced as an amendment to the Scotland and Wales Bill. The announcement of a Speakers' conference to consider changes at Westminster would be made later.

But on the Bill's second main admitted illogicality, the lack of taxation powers for Scotland and Wales, there is little point, as ministers see it, in talking about concessions.

They would like to give Edinburgh and Cardiff tax powers, dropped from their original plans for a rate-surcharge power only because no one liked them, and would be delighted if they could think of an acceptable new method that does not involve standing the devolution scheme on its head.

The obvious alternative taxation schemes are a local sales tax and a local income tax. The first is outlined by the EEC and the second would be administratively expensive. Furthermore, any tax power presented as a concession would attract Liberal support for a guillotine, but only at the expense of further irritating Labour opponents of devolution. Their votes are more important.

A new scheme for tax powers is more likely to emerge when the assemblies are working. They will have a political interest in devising a scheme and clamouring for it.

At present Scotland has 71 seats and Wales 36 at Westminster. Their populations justify only 57 and 31 seats respectively. Northern Ireland has 12, being deliberately under-represented because it used to have a devolved government. It is on population, entitled to 17. Ministers seem confident that a rationalization would not damage Labour's representation

too badly. The commonest argument used against equalization has been that Labour would lose seats. On the other hand, if the Government does not get the devolution Bill through somehow, it can look forward to being slaughtered in Scotland at the next election by the nationalists.

The Liberals, who have already had talks with the Government on the subject, have a shopping list of concessions they want before supporting a guillotine. But their main demand, proportional representation, now seems to have relatively little parliamentary support. Taxation powers, short of some completely different quasi-federal approach, seem impossible to introduce.

Cutting the number of Scottish and Welsh MPs, on the other hand, is acceptable to Liberals, who see it as a step towards federalism, and to opponents of devolution, who see it as removing extra privileges unfairly held.

But, while ministers try to assess support for a guillotine and wonder how long they can delay the decision, they still have to decide on how precisely to conduct the referendum; an earlier concession made to get the Bill its second reading.

Ministers do not particularly want a two-question referendum, which would ask about independence as well as devolution. They would prefer to see the nationalists forced to campaign on the Government's side. In any event, once the Union is on the agenda, the spectre comes up of nationalist demands for a "border poll" every few years.

On the other hand, they are impressed by the argument put forward by some influential Scottish backbenchers that an independence question will, once and for all, demonstrate that Scottish separatists are a minority. That might get the planned assembly off to a good start.

The other controversial issue is who will be allowed to vote in the referendum. It now seems unlikely that expatriate Scots and Welsh in England will be able to vote, unless they are registered at home. But some special arrangements may have to be made for Servicemen.

Sugar profits muddle costs taxpayer £120m

By Maurice Corina
Industrial Editor

Sir Douglas Henley, Parliament's watchdog over Whitehall spending, has uncovered a disturbing story arising from government handling of the sugar price crisis of 1975 when housewives hoarded supplies and the Government stepped in with subsidies and profit controls.

In a report being sent to the Commons' Committee of Public Accounts he sheds new light on the Government's controversial decision not to intervene in Tate & Lyle's successful but contested takeover of rivals Manbré & Garton, a merger which gave the group half the nation's sugar market.

Inquiries and audits conducted by Sir Douglas Henley, the Auditor General, show that at the time of the merger last autumn evidence had been uncovered of excess profit-making at the public's expense by Tate & Lyle, duplicate bookkeeping, Whitehall mistakes in helping the refiners with both subsidies and strategic stockpiling, and misleading profit information.

The Government has always drawn a veil over its reasons for not authorizing a Monopolies Commission investigation into the Tate and Manbré takeover struggle. The Opposition has demanded explanations, and the retail trade remains unhappy.

It is known that Mrs Williams, then Secretary of State for Prices and Consumer Protection, was overruled by cabinet colleagues when she sought a commission inquiry into the takeover.

Continued on page 23, col 3

Revenue is to lose officials by 1980

by the Cabinet's Central Policy Review Staff

The expected manpower cuts are relative, not absolute. They represent a reduction in the growth of the Civil Service planned before the succession of economy measures taken by the Cabinet last year.

The latest estimate of Civil Service manpower is 745,107, if the Government had taken no steps to rein back expansion the total would have risen to almost 800,000 by 1978-79.

Even with the cuts numbers will probably rise beyond 750,000 by April, reaching a peak between 750,000 and 760,000 in 1977. They should then begin to decline, sinking once more below 750,000 in 1978-79, unless there is a change in Cabinet policy.

The savings will arise from both manpower shedding and administrative economies. Provided departments keep within the cash limits imposed, any combination of cuts will be acceptable to the Treasury and the Civil Service Department.

Several services will suffer as a result. There will be less social security visiting, for example, and less checking of contributions. Work on the abolition of the graduated pension scheme and the construction of a new superannuation scheme for the National Health Service will be slowed.

Claimants will sign on for unemployment benefit fortnightly instead of weekly.

Labour NEC to investigate Trotskyist moves

The Labour Party's National Executive Committee decided by 16 votes to 11 to set up a subcommittee to consider whether further action should be taken on new evidence about Trotskyist activities within the party produced by Mr Reg Underhill, the national agent. The committee's discussion was marked by a sharp difference of opinion between Mr Callaghan and Mr Wedgwood Benn, Secretary of State for Energy. The Prime Minister said he had five Trotskyists in his own constituency party.

The TUC opposes early poll, Tories told
The TUC does not want an early election or a Conservative government, it told Mrs Thatcher and her Shadow Cabinet last week. That emerged from yesterday's TUC general council meeting, when left-wingers criticized union leaders for taking part in talks with the Tories. They said it gave Conservatives a propaganda victory.

Japan crisis warning
Japan's ruling Liberal Democratic Party, tarnished by the Lockheed scandal and faction-fighting, must rebuild from scratch or lose power, plunging the country into political instability. Mr Fukuda, the Prime Minister, told party leaders. They were meeting to discuss the party's unprecedented election losses last December.

Ship four years late
Because of labour and other difficulties HMS Cardiff, one of several destroyers of a new type ordered by the Government, is expected to be delivered nearly four years later than planned at about double the original contract price.

No gunboat diplomacy
Dr Owen, Minister of State, Foreign Office, ruled out the use of gunboat diplomacy in dealing with infringements by Soviet trawlers in EEC fishing limits. He told a select committee that the best way was to be firm but flexible.

New British move on Rhodesia soon

Mr Ivor Richard said in Johannesburg yesterday that, in the "not too distant future", Britain would announce moves to reopen the recessed peace talks. In London, an angry Mr Joshua Nkomo blamed Britain generally, and Mr Richard in particular, for the breakdown of the Rhodesia negotiations.

Fists of defiance
Fists clenched in the Marxist salute were held defiantly aloft as a crowd of perhaps 100,000 mourners turned out in Madrid for the funerals of five left-wing lawyers killed in a machine-gun attack by right-wing terrorists on Monday night. The Cabinet met faced with continuing violence and strikes.

M Chirac rebuked
The entry of M Chirac into the mayoral election in Paris has reduced the capital's politics to disorder, President Giscard d'Estaing said in a rebuke aimed at his former Prime Minister.

US pledge to Berlin
Mr Walter Mondale, the American Vice-President, reassured Berliners that the Carter Administration was committed to the security and freedom of the city. Mr Mondale, who visited the Berlin Wall in the British sector, is flying to Heathrow today for talks with the Government.

Jury told of pub bomb
A former Welsh guardman limped into the witness box at the Central Criminal Court to tell the Balcombe Street siege trial jury how he lost part of a leg when a bomb exploded in a public house at Caxham, Surrey.

Television: More devolution of power to the BBC's English regions may emerge from a report by Sir Huw Wheldon.

Race relations: A survey shows that fewer people support the idea of repatriating immigrants than in 1970.

Indecision on atom power attacked

Britain's failure to decide on a nuclear power station programme is attacked in a report by a select committee of the Commons. The MPs say it is a sad reflection on the decision-making machinery and on the expert advice given to the Government.

Leader page 19
Letters: On Canterbury and Rome, from Mr Geoffrey Woodard and others; Compensating the innocent, from Group Captain Frank Whitworth, QC.
Leading article: The Bullock Report
Books page 16
Han Kung's On Being a Christian reviewed by Eric James; Louis Heron on Robert Hume's memoirs; Sir William Haley on The Holmes & Watson Diaries 1831-1840; J. C. Trevelyan on Robert Speaight's Shakespeare: the Man and His Achievement.

Arts page 10
Fading: A review of British Rail's unruffled heritage; Stacy Keach interviewed by Glenys Roberts; Alan Coren on Do As I Say (BBC); William Mann on The Barber of Seville (Theatre Royal, Drury Lane); Irving Warrle on German Sketches (Bush Theatre).

Sport, pages 12 and 13
Racing: Red Rum favourably weighted for Grand National; Joe Hennessey at the European championships; Rugby Union: France name side to play Wales; Football: Norman Fox analyses the FA Cup meeting between Manchester United and Queens Park Rangers; Cricket: England's selection problems for fourth Test.
Features, pages 11, 18
Dingle Foot on the lessons for the Government in the Campbell case; Christopher Walker assesses the first months of Mr Roy Mason's role in Ulster; Fashion by Prudence Glynn.

Obituary, page 21
Professor W. R. D. Jones; Dr D. E. Wheeler.
Business News, pages 22-25
Stock markets: M.L.R. hopes continued to spur equities and gilts and the FT Index closed 3.9 up at 381.6.
Financial Editor: Shareholders under siege; Lombard to the rescue of Dunford & Elliott; Standard Trust doesn't like British Rail's pension funds.
Business feature: Lord Flounden argues that the proposals in the majority report of the Bullock committee are unworkable and damaging to industry.
Business Diary: Why they scalp Tories in Barnsley.

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most affected by Civil Service cuts in money and
Cash Savings at 1978 prices, £m
1977/8
Total manpower reduction
1977/8

	1977/8	1978/9	1979/80
Revenue	16.4	20.0	5,000
Social Security	6.9	18.0	5,000
Health	4.9	16.8	2,700
Group	2.8	10.1	2,300
Excise	2.9	7.6	1,800
Other	0.6	3.4	1,000
Travelling	1.8	4.8	1,000
Fisheries, Food	1.8	3.2	800
	0.9	3.6	750

ME NEWS

Ps attack indecision er nuclear wer station policy

Mr Wright, Editor of the *Electricity*, has said the Government's indecision over nuclear power is a sad reflection on our "making machinery, and quality of the expert advice given to successive governments, that, seven years ago, last nuclear station was built might be used indefinitely or even to the whole nuclear power."

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Man in the news: The Tories' spokesman on Scotland Mr Taylor faces formidable task

From Ronald Faux, Edinburgh

Mr Taylor, the Tories' spokesman on Scotland, faces a formidable task in the coming weeks. He has been appointed to the post of Secretary of State for Scotland, a position of great importance and responsibility.

Mr Taylor, a member of the House of Commons, has been chosen to represent the Conservative Party in Scotland. He will be responsible for the Government's policy on Scottish affairs, including the issue of devolution.

Warning to industry on computer crime

From John Chartres, Preston

The dangers of "computer crime" are being discussed by nearly a hundred senior management representatives at a crime prevention conference in Preston.

The two-day course is organized jointly by the Home Office and the Lancashire and Merseyside police forces. The risk of executives of large and wealthy companies being kidnapped is also being discussed.

No new alternatives to jail, Mr Rees says

By Peter Evans, Home Affairs Correspondent

Mr Rees, Home Secretary, yesterday rejected the time being any new alternatives to sending people to overcrowded prisons if it would cost more money.

"No one could conceivably quarrel with the wish to prevent people being sent to prison if suitable alternatives can be devised," he told the Overseas Women's Club.

Provision of services alcoholics criticized

Heavy services Correspondent

Government has admitted it does not know how many alcoholics there are in the country. A report by the Home Office, published last week, said that the number of alcoholics in the country was estimated at 1.5 million.

The report also said that the Government was not aware of the extent of the problem, and that it was not clear how many alcoholics were in need of treatment.



Baller fined plea manager

Mr Greenwood, manager of West Ham Football Club, has been fined £500 for failing to appear in court to answer charges of failing to provide a proper training ground for his players.

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Heathrow airport gets 2 million more passengers

By Our Air Correspondent

The number of passengers using the seven airports run by the British Airports Authority rose by 3,500,000 in 1976 to a record 33,400,000, according to figures issued yesterday by the authority.

Cargo increased by 3.6 per cent to 553,900 tonnes. Both sets of figures reflect the recovery made by the world transport industry since the slump produced by the fuel crisis three years earlier.

Community health workers experiment planned

Mr Bailey, Director of Community Health Services, has announced that a project will be run by a steering group including Mr Alastair Mackie, Director-General of the Health Education Council, Dr John Fry, and Mr Stanley Windass, Chairman of the Alternative Society.

Mr Windass emphasized that the community workers would not resemble China's "barefoot doctors" because they would not treat anyone, though they might help to facilitate experiments in that direction. Selection would start shortly from people probably with some health background but whose skills in community development would be much more important.

How can you afford to take this lot to lunch every day on your money?

They all know that meals are your responsibility. But they don't realise how small your budget is. Your problem is to stretch the budget to meet the rising costs.

It's not easy, but experience shows that careful planning can achieve an efficient and cost-effective catering system. The people at your Electricity Board and the Electric Catering Centre have vast experience in stretching budgets. Their solutions cover everything from menu analysis to a comprehensive cook-freeze operation.

CATERELECTRIC

Committee divided over the speed of reforms

We believe therefore that our twin objectives of effective employee participation and efficient management can be achieved in the country by introducing employee representatives on to present company boards. The role and function of these boards, however, will need a clearer definition in the law, if we are to ensure that they carry the ultimate responsibility for decisions in important areas of strategic policy. It is of the greatest importance that employees should be represented on the board as a means of ensuring that they have an opportunity to influence decisions on-making. A board would not have such influence if final decisions on major questions were taken outside the board by management. It is also possible that a board level but could always be over-ruled by the shareholders' meeting.

the following conditions:

- (a) form less than one third of the total board;
- (b) have come to call this formula "the principle of employee representation";
- (c) where X represents the number of employee representatives and Y represents the number of shareholder representatives, and Z is the number of coopted directors, the following formula shall apply:

Legal framework

The aim is to encourage the parties within each company to reach such agreement on a solution to the problem of employee representation, to its size in the circumstances; to the size of the number of recognized trade unions; to the size of the existing board; to the structure of management at the top level, and so on, and to the principle of employee representation is agreed upon, there should be a duty on the

authorized representatives of the
recognized trade unions and the

parate from collective bargain-
g and which represent all em-
ployees, whether union members
or not. Such councils and com-
mittees, it has often been argued,

to the employer that he would not be involved unnecessarily in the expense of holding a ballot. Most important, where there were several unions it would encourage

Employee representation and collective bargaining
The view has been expressed that there is a fundamental and irreconcilable incompatibility between sound labour management and col-

is obtained, then the process of reconstituting the board should take place. This is a half-way house between enabling legislation and universally mandatory legisla-

'We believe it is m

growing power and massed capital of organised labour, by giving them representation on the boards of large enterprises. The fears expressed in the nineteenth century in face of proposals to give more power to labour were did not stop short of the subversion of the constitution and the dissolution of society. Once the franchise was extended, however, the country's stability and prosperity were threatened and the reformers were regarded as the enemies of the state. We believe that over a hundred years later an extension of industrial democracy can produce no such dire results. The country's descendants will look back at this as much surprise to the controversy which surrounded it as do to that which surrounded the political struggle in the nineteenth century.

**Minority report by Mr N. P. Biggs,
Sir Jack Callard and Mr Barrie**

The advantages we therefore see of participation arrangements below board level are these: proof of the

significant number of employees have day-to-day issues.

that every citizen has equal rights. The right of every citizen to belong to a particular party or organization in order to exercise those rights. No citizens have to demonstrate their belief in collective representation before they can belong to a particular level in Parliament. It would make no sense if every citizen had to demonstrate his or her representation at board level.

is of Elected Representatives is, in our opinion, incompatible with the recommendation of the Commission that the elected representatives should take their place on an existing unitary board of directors, which is in effect the apex of a company's management team, consisting of a chairman, a president, a specialist and/or professional experience and training to fit the company to plan and control the company's operations as executive

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Abstract

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BULLOCK REPORT



Lord Bullock, Master of St Catherine's College, Oxford (left) and the other members of his committee who signed the majority report, Mr Clive Jenkins, general secretary of the Association of Scientific, Technical and Managerial Staffs, Mr N. S. Wilson, a solicitor, and Professor George Bain, director of the industrial relations research unit, Warwick University. Mr John Methven (right) resigned from the committee last July on becoming director-general of the CBI.

Minority report signatories say proposals might do untold damage to British industry

Lord Bullock, Master of St Catherine's College, Oxford, who chaired the committee, said yesterday that the proposals for industrial democracy would do untold damage to British industry if they were implemented.

Mr Heath, who signed the minority report, said: "In the light of the terms of reference, yes." The views of the three, who apparently joined the committee only after pressure from industrial colleagues, are set out at the beginning of the minority report. They state: "The Committee's remit required it to consider how such an extension [representation on boards of directors] can best be achieved: it did not require it to consider whether a 'radical extension of industrial democracy' should be achieved by the representation of employees on boards of directors."

First, that where a secret ballot revealed a majority of employees in favour of representation at board level that representation should be on a supervisory, not a unitary, board. Second, that employee representation should be in no circumstances constitute half or more than half a supervisory board. Third, that there should be at least one representative from all categories of employees: shop floor, salaried staff and management. Fourth, that the issues of board-level representation should not be voted upon until a complementary substructure of an employee council had been established and operated for a specified number of years.

Finally, according to the minority, all employees, not simply union members, must be involved in elections for employee councils and board-level appointments. Criticizing the majority report recommendations yesterday, the minority group said they were based on the ideological concept of control by organized labour. That had nothing to do with genuine democracy. "The majority report is a bid, by no means supported by all the major trade unions, to establish a foothold which could lead in course of time to the establishment of control over the private sector," they said in a joint statement.

Political dogma apart, it seeks to move far too fast. Systems of involvement need to be built gradually from the bottom up if they are to be effective. It would be a travesty of democracy to disfranchise employees who are not members of a trade union. The general feeling of the minority members yesterday was that the imposition of worker-directors would harm rather than increase the efficiency of companies. The minority said their relationships with the rest of the committee had been marred by differences of opinion, been cordial throughout. But yesterday, in a comment hardly designed to enhance relationships, Mr Heath suggested that the other members of the committee had been in possession of less-than-adequate information about how the present board system worked in practice.

"Their knowledge, their attitudes towards what went on in board meetings, was abysmal," he said. Lord Bullock cancelled a press conference because he was unwell. But he said in a statement that the controversy the report had aroused even before publication demonstrated its importance. He said the report was inadequate and not radical enough. It was in danger of appearing irrelevant to the needs of the union movement. The report was a shortcoming, he said, but an important subject for debate by the TUC in September. To put forward a single system with only minimum legal support was too restrictive. Collective bargaining systems in Britain, unlike Europe, varied from industry to industry and even factory to factory. So legal backing should be available for a variety of systems. Industrial democracy must fit an industry.

"Bullock, in its response to one of the most important issues facing society, is inadequate," he continued. "There is obvious need for wide consultations between unions before any hard and fast attitude on the recommendations is made known to the Government." The executive of Mr Frank Chapple's Electrical, Electronic, Telecommunication, and Plumbing Union made clear its opposition to power-sharing. "The real extension of democracy in industry will come through the natural expansion of collective bargaining and not in the elevation of individuals to boards of management," it said. Mr Leif Miles, general secretary of the National Union of Bank Employees, rejected the minority report's fears about confidentiality and the reputation of the City abroad. He said he would be seeking early talks with the banks. "We agree with having employee directors in banks, and agree that the trade union machinery should be used for the election of people to the boards. The proposals are a basis for discussion."

According to a poll by the Market Research Society, most workers favour the idea of worker-directors. The society said yesterday that 54 per cent were in favour, 32 per cent against, and 14 per cent were "don't know". Among union members, 63 per cent were in favour and 25 per cent against. Of the 743 adults questioned 89 per cent said worker-directors should be nominated by all employees, not by unions. Mr John Lyons, general secretary of the Electrical Power Engineers' Association, said the main recommendation for representation on boards appeared to be the worst possible solution. It placed the management of industrial organizations in the hands of a group of so-called independents who had the commitment and interest of neither the management nor the trade union sides. Mr Clive Jenkins, general secretary of the Association of Scientific, Technical and Managerial Staffs and a member of the Bullock team, described the report as an historic opportunity for disfranchised employees to have rights fully protected by law in the running of their companies. Mr Hugh Scanlon, president of the Amalgamated Union of Engineering Workers, whose 1,400,000 members are nearly all employed in private industry, has said his union disagrees with both the TUC and the Government about workers' representatives in the board room. The union believes there should be an expansion of industrial relations and collective bargaining in the private sector. Mr Len Murray, general secretary of the TUC, said the report would be "a landmark in the development of our democratic institutions". He said the general council had agreed that a booklet summarizing the report should be issued to facilitate discussion in the union movement. He hoped the carefully framed recommendations of the committee would receive equally careful consideration from the Confederation of British Industry. The coarsely argued conclusions of the majority report, he said, were consistent with TUC policy endorsed by the 1976 congress.

Reaction by employers

The Bullock proposals were unacceptable to the engineering industry, Lord Callaghan, chairman of the Engineering Industries Council, said yesterday. He said the proposals would do untold damage to British industry if they were implemented. He said the proposals would do untold damage to British industry if they were implemented. He said the proposals would do untold damage to British industry if they were implemented.

Total condemnation from industry but no clash with Government yet

The majority report of the Bullock committee received across-the-board condemnation from industry. But while total opposition was expressed on all sides it became clear that the threat of confrontation between employers and the Government before next week's National Conference on Industrial Strategy has been averted. The Confederation of British Industry, in a brief statement, dismissed the majority report as more concerned with union control of industry than participation by employees. The report is the predictable result of biased terms of reference which effectively prejudice the issue and to which the CBI strongly objected at the time.

A detailed analysis of the report is to be published by the CBI next Tuesday, it was said. The NECD meeting, which is to be chaired by the Prime Minister. Had the Government yesterday been totally unbending, and declared a determination to have Bullock transcribed and imposed on the statute book, the CBI leadership would almost certainly have issued a public ultimatum to Mr Callaghan on Tuesday. It would have said that if the Government persisted on its course the CBI would end all cooperation on industrial strategy, a threat that would have made a mockery of the next day's highly important NECD debate, on the outcome of which the Prime Minister is known to be setting great store. By last night, however, it was clear that industrial leaders had detected enough flexibility in government statements accompanying the report to be prepared to keep a dialogue going at least for the next few weeks.

The CBI is to press for an early meeting with Mr Callaghan to clarify the Government's intentions. But it emphasized in a statement last night that it would not take part in any consultations with the Government that were based on the Bullock proposals that companies should be forced by law to appoint directors nominated by unions or employees. The majority report's proposals would fundamentally change the free enterprise system, damage the morale of managers, discriminate against non-union employees, and have a disastrous effect on overseas confidence and investment in this country, the confederation said. The Engineering Employers' Federation said the Bullock committee's terms of reference were biased and many of its members prejudiced. That meant that it could be neither representative of industry's view nor responsible in its approach. It was "a potentially disastrous document, which can serve only to undermine confidence, inhibit investment, impede industrial recovery, obstruct progress towards true employee-participation, drive talent overseas and increase bureaucracy". Speaking for the British Institute of Management, Mr Roy Close, its director-general, said managers were completely opposed to the imposition by law of employee-directors. "The Bullock committee proposals are aimed solely at changing the structure and composition of boards and at concentrating the selection of employee-directors in the hands of the unions. Its conditions are predetermined by its biased terms of reference and effectively disfranchise the majority of professional people in industry who are not members of trade unions."

Mr Jan Hildreth, director-general of the Institute of Directors, condemned the proposals as irrelevant and dangerous. They had "about as much justification as the Emperor Caligula's idea of making his horse a consul". Company boards would simply become political committees. The majority report's proposals would fundamentally change the free enterprise system, damage the morale of managers, discriminate against non-union employees, and have a disastrous effect on overseas confidence and investment in this country, the confederation said. The Engineering Employers' Federation said the Bullock committee's terms of reference were biased and many of its members prejudiced. That meant that it could be neither representative of industry's view nor responsible in its approach. It was "a potentially disastrous document, which can serve only to undermine confidence, inhibit investment, impede industrial recovery, obstruct progress towards true employee-participation, drive talent overseas and increase bureaucracy". Speaking for the British Institute of Management, Mr Roy Close, its director-general, said managers were completely opposed to the imposition by law of employee-directors. "The Bullock committee proposals are aimed solely at changing the structure and composition of boards and at concentrating the selection of employee-directors in the hands of the unions. Its conditions are predetermined by its biased terms of reference and effectively disfranchise the majority of professional people in industry who are not members of trade unions."

Bankers worried about the effects on traditionally secret aspects of business

The Bullock report met with widespread criticism in the City yesterday. Few thought that employee representation on company boards would do anything to help in solving the endemic difficulties of the British economy or improve industrial efficiency. The banking community was particularly concerned about the effect of employee-directors on the traditionally secret aspects of its business. While the Bullock proposals would most directly affect the clearing banks and their insurance companies, which are subject to City regulations such as stockbrokers and merchant banks would be drawn into Bullock's net. Perhaps the harshest condemnation came from the Stock Exchange, which argued that company law should be concerned with relationships between a company and its creditors and shareholders; it should not be concerned with relationships between different groups of employees. The Stock Exchange also attacked Bullock's recommendation that "it is a fundamental mistake for trade union machinery to be suggested as the means of extending employee-participation. It is rights to be introduced under law these should not necessarily depend on union membership."

Mr William Harris, chairman of the British Insurance Association, was equally opposed to Bullock, arguing that "the majority report will not serve the best interests of British industry in general or the insurance industry in particular". He thought that the minority report recommending special treatment of the life companies would safeguard the invisible earnings of the City. While welcoming the idea of consultation in principle, provided it was not simply limited to union membership, Mr Anthony Tuke, chairman of Barclays, thought that "companies and banks are different, and should be able to develop their own participation structures". A slightly more welcoming note was struck by Mr Fraser, chairman of the City Capital Markets Committee, who said he welcomed serious attempts to improve labour relations, and that some of the majority report's proposals were good. Nevertheless, he felt that many were irrelevant to the main issues, and that the formula for parity representation on management boards would, if adopted, lead to deadlock in wide areas of industry. Financial Editor, page 25

Closed-shop victim Bill is introduced

The Commons voted 164 to 153 yesterday to allow Mr Eldon Griffiths, Tory MP for Bury St Edmunds, to introduce his Dismissal of Employees (Redress of Grievances) Bill. It would give protection to people in companies maintaining a closed shop who lose their jobs after being unfairly refused membership of a union. He met strong opposition from the Labour benches. Mr Griffiths said that the aim of the Bill was to redress grievances for a small number of people, whether they were injured by employers or by trade unions. He mentioned the case of one of his constituents, Mr Anthony Buxton, who was married with three children and who had been dismissed from his job under the terms of a closed-shop contract agreed between his employer and the Transport and General Workers' Union. Mr Buxton had applied to join the union but his application was rejected. The shop stewards refused to give him a personal hearing. The regional office had confirmed the decision of the local shop stewards after an appeal by Mr Buxton. Mr Griffiths said no reason was given. Mr Buxton was deprived of his livelihood. Parliamentary report, page 9

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HOME NEWS More power likely for BBC's English regions

By Kenneth Gosling Sir Huw Wheldon, who retired a little more than 12 months ago as managing director of BBC television, to be succeeded by Mr Ian Trethowan, recently named as the next director-general, has completed his year's review of the BBC regions and handed in his report to the governors. What may emerge from his deliberations is a decision to devolve more power to the English regions, through the network centres at Birmingham, Bristol and Manchester, although BBC sources emphasize that some months are likely to elapse before final decisions are reached, after a number of consultations. Sir Huw's task as special adviser to the governors was to report on BBC policy in the regions. That he has done, as well as expressing his views, is to be expected. It is whether those policies are working well and, if not, why not. Scotland, Northern Ireland and Wales have achieved much autonomy, having their own controllers. It will now be debated whether the English network centres, which have not, should be given increased authority, although not necessarily at control level. Any changes will not be completely dependent on the Annon committee's report; the BBC feels that things do not have to come to a stop pending the report's publication in a few weeks' time. Nevertheless, Annon is imminent and it is certain to have a bearing on decisions. In evidence to the Annon Committee, the BBC said it aimed at including in its network services more programmes produced by BBC centres from outside London. Significantly, it added that it was "seeking ways of devolving further to the national and English regions responsibility for matters which concern regional broadcasting only."

Radio frequencies: A widening of the area of consultation on radio frequencies in preparation for the 1979 world administrative radio conference in Geneva was announced by the Home Secretary in the Commons yesterday. In a written reply, Mr. Rogers said that although a substantial consultation with users and manufacturers of radio equipment had taken place a wider programme was desirable before Britain's proposals for the conference were formulated. Inevitably the claims of different services would conflict, he said. Economic and social priorities would have to be decided; large-scale investment plans would be affected. Mr Philip Agee, the former CIA agent, who also faces deportation and has appeared before the committee, is appearing again next Thursday with a number of American witnesses. Among them will be Mr. Merton Halpern, a former aide to Dr. Kissinger, and Mr. Mel Wolf, legal director of the United States Civil Liberties Union.

Mr Campbell writes: "We had given the Government a month's notice before the article appeared—and their official spokesmen provided a substantial amount of useful information." The officials came from the Foreign Office news department and the Cheltenham headquarters. Yesterday Mr Campbell said: "I am not in the slightest doubt this article is virtually everything as far as Mr. Hosenball's deportation is concerned."

Mr Hosenball has maintained silence over the hearing after giving the committee an assurance that he would not discuss it in public. Mr Campbell writes: "We had given the Government a month's notice before the article appeared—and their official spokesmen provided a substantial amount of useful information." The officials came from the Foreign Office news department and the Cheltenham headquarters. Yesterday Mr Campbell said: "I am not in the slightest doubt this article is virtually everything as far as Mr. Hosenball's deportation is concerned."

Question raised on Slater case costs

Continued from page 1 Defendants and the prosecution. Mr Slater's costs are thought to be about £40,000. Mr Barraclough said he could not agree that the Singapore Government had acted wrongly but he suggested that it was time the Fugitive Offenders Act was amended in respect of the question of costs. He said: "It always seems a little strange to me that a defendant can get costs either out of the taxpayers' resources or by showing bad faith or lack of good faith."

A MAJOR ONE-DAY CONFERENCE to debate The Bullock Report on Industrial Democracy will be held at THE LONDON HILTON HOTEL Monday 7th February 1977 09.15-16.30 hrs Speakers include: Norman Biggs Sir Jack Callard Clive Jenkins Prof. K. W. Wedderburn All are members of the Bullock Committee of Inquiry (whose report is published today) Bookings are available at £35 + VAT = £37.80 (BIM members) £45 + VAT = £48.60 (non-members) Telephone 01-405 3456 BIM Conference Department British Institute of Management Management House, Parker Street, London WC2B 6PT

HOME NEWS

Foreign Office minister rules out 'gunboat diplomacy' over any Soviet violation of fishing limits

By Our Parliamentary Staff

Dr Owen, Minister of State at the Foreign and Commonwealth Office, yesterday ruled out "gunboat diplomacy" in dealing with Soviet vessels that infringe the EEC's new fishing restrictions.

He told the Commons Select Committee on Trade and Industry that the best solution was to be firm but flexible. It was not in Britain's interests to pick a confrontation.

The committee questioned Dr Owen on instructions to captains of fishery protection vessels. Mr Robin Maxwell-Hyslop, Conservative MP for Tiverton, repeatedly asked if there was a clear case of an offence being committed, there was any country in respect of which the captain would need the consent of the Foreign Office before making an arrest.

There was a "graded response", Dr Owen explained. In each case there would have to be a collective decision of Government. He admitted that with such a graded response there would be a time delay before an arrest could be carried out.

Pressed further, he declined to make public the details of instructions to captains. "There is some advantage in not having one's response totally known to the world", he said.

"In the case of the Soviet Union, we are dealing with one of the most powerful maritime nations in the world."

We were dealing with some one with whom Britain's political relations had not always been easy. Fishing was an emotional issue, and we were still

waiting for the Soviet Union to reply to the European Community's decision.

"I do not believe that you achieve things by gunboat diplomacy", Dr Owen said.

Mr Neville Trotter, Conservative MP for Tyne and Wear, retorted that that had proved successful for the Icelanders.

"There is a marked difference between the international ramifications of a disagreement between Iceland and ourselves and a situation of the Community or Britain being in open confrontation at sea with the Soviet Union", Dr Owen said.

"It is not in the interests of this country to pick a confrontation. It clearly is in the interests of this country to see that what has been legally and legitimately asked of the Soviet Union is carried out, and that is what we intend to do." The law would be applied impartially, whatever country was involved.

Dr Owen agreed that the quota system had been a mistake. It would not be until the licensing system had been decided in February that the limits could be effectively enforced. Then, if there was continued flouting of the licensing arrangements he thought there would be arrests.

Under the licensing system the Soviet Union and other third countries would be asked to give the Community a list of named boats and certain specific details. Only certain vessels would be able to fish in British waters in the remaining part of the three months.

On the issue of conservation, Dr Owen said that at the Com-

cil of Ministers meeting on February 8 Britain would insist on conservation measures being taken. If the Community did not take them they would have to be taken on a unilateral basis.

Conservation measures could not wait, Dr Owen said. There was extreme urgency about that.

In late evidence to the committee, Mr Patrick Duffy, Under-Secretary for the Navy, conceded that the Royal Navy could provide the capability for curbing warps. He told Mr Hamish Watt, SNP MP for Banffshire, that the Navy had the knowledge, know-how and the equipment for cutting warps. If it wished, the Navy could deploy that equipment.

Hugh Clayton wrote: Herring buyers gave a warning yesterday that their industry faces collapse in the coming year. Landings are at a third of the level of a year ago, so the British market is vulnerable to imports from western Europe and North America.

"The Scottish herring processing industry will be wiped out this year with the loss of 10,000 jobs", the Herring Buyers' Association said. The association, which represents some of the largest food companies in Britain, is to meet fisherman representatives tomorrow to agree on a united appeal to the Government.

Mr Alan Bolk, chairman of the association, said: "Collapse is inevitable without clearer guidelines on United Kingdom policy within the EEC so that the industry can plan its future. We have to ask the Government to help us to reestablish the industry on a viable basis."

Reclamation policy for park land may end

By John Young
Planning Reporter

The Government hinted yesterday that it is reconsidering its policy of encouraging farmers to reclaim open land within national parks.

In a letter to Lord Henley, chairman of the Council for the Protection of Rural England, Mr Howell, Minister of State at the Department of the Environment, observed that the key purposes of a national park were to preserve and enhance the landscape and to promote its enjoyment by the public.

"Significant alterations, especially irreversible alterations, in the landscape of any national park are of deep concern to the nation and merit national as well as local discussion", he said. Ministers would want to consider carefully the policy implications emerging from the debate.

That debate has been smouldering for several months; it arose out of concern over the rapid loss of open moorland on Exmoor, one of the smallest and most "vulnerable" of Britain's 10 national parks.

While the Department of the Environment has repeatedly stated that it wants to see public access and amenity preserved, the Ministry of Agriculture continued to subsidize the fencing and ploughing of moorland to provide additional grazing.

Mr Howell's letter was disclosed at a press conference at which Lord Henley declared the CPRE's outright opposition to proposals to reclaim 775 acres of Exmoor. The areas affected, Vasey, Common, North Common and Stoway Allotment, form part of the "critical" moorland, which is estimated to have declined to fewer than 40,000 acres.

Calling for an end to the conflict between the two government departments, Lord Henley urged the Ministry of Agriculture to use its powers to withhold grants for the reclamation of these newly threatened areas. The Countryside Commission should advise the Government that the national interest requires the conservation of the moorland and access to it, he added.

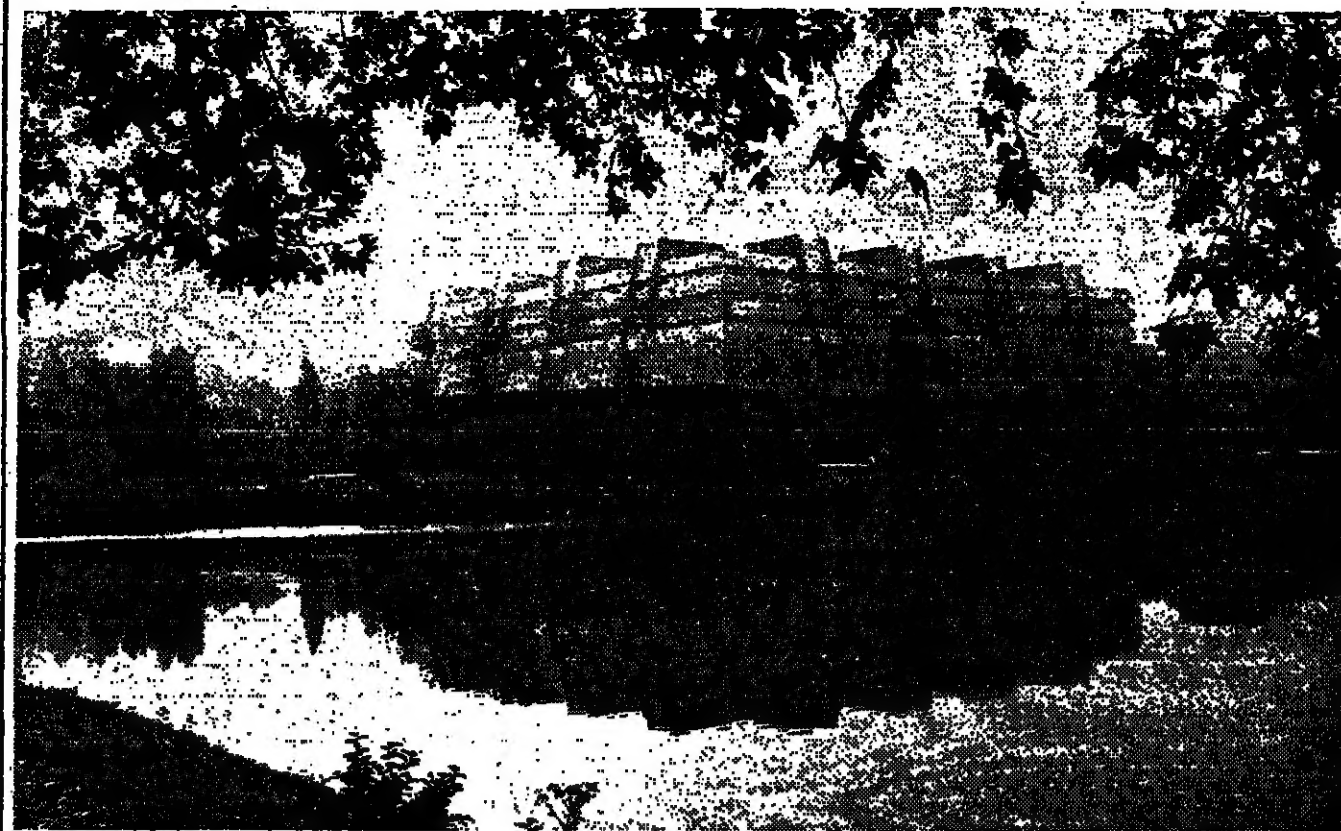
The Somerset and Devon county branches of the National Farmers' Union immediately issued a statement rejecting the CPRE's views. Preservation and amenity societies had needlessly exaggerated the extent of moorland "improvement", it said, and the Ministry of Agriculture should give facts to demonstrate the "gross overstatement".

At Yatworthy, North Common and Stoway Allotment farmers were under great economic pressure and must increase their livestock to survive. If they were to be prevented from using their only resource for increasing food production, realistic compensation would have to be paid.

Mr Malcolm MacEwan, a member of the Exmoor National Park committee, expressed sympathy for one of the farmers affected and suggested that if the committee had a firm policy on conservation he would have paid such a high price for the park.

Since the Ministry of Agriculture was not empowered to compensate farmers for not ploughing their land, compensation would have to come from the committee.

WEST EUROPE



The new Palais de l'Europe in Strasbourg, headquarters of the Council of Europe, which will be opened tomorrow by President Giscard d'Estaing, of France.

President rebuts Chirac challenge in Paris as politics of 'disorder'

From Charles Hargrove
Paris, Jan 26

Despite his recent declared intention of keeping out of the present electoral battles, President Giscard d'Estaing could not allow the challenge to his authority thrown down by his former Prime Minister, M. Jacques Chirac, go unanswered.

M. Chirac's contention that by standing as a candidate in the contest for Mayor of Paris he is acting in accordance with the "pluralism of the majority" recommended by the head of state last week, received a pointed answer at today's Cabinet meeting.

"The conditions in which the municipal elections have got under way in Paris are those of not pluralism, but of disorder," the President insisted. "It is high time that this futile disorder cease, and that Parisians prepare to choose their councillors and their mayor in peace."

He went on: "Agitation and improvisation will not turn France into a modern state, but will push her into decline, as

the same faults and the same disorders have done in the past 100 years. Paris needs a mayor who studies and handles its problems. It is the task of an administrator which will absorb the man who is entrusted with it."

M. Giscard d'Estaing said he had asked M. Raymond Barre, the Prime Minister, to make the necessary contacts so that the majorities might reach an agreed solution. This could only be by the withdrawal of both M. Michel d'Ornano, (the Minister for Industry who suffers from appearing to be the candidate officially sponsored by the Elysée) and M. Chirac from the lists.

But the former Prime Minister, in a long statement yesterday made it clear that he has no intention of doing so. "I say it straight out. I refuse all polemics," he declared, "and I will naturally pursue the task I have undertaken which, in my view, is in the interests of freedom and of Parisians."

His reasons for standing were twofold: the danger of a victory of the left in Paris was very real, and he would

shortly be proved right on that point.

The other reason was his desire to safeguard the administration of Paris, which was not a city like any other, but had always played a key role in domestic and international affairs.

What M. Chirac deliberately ignores is that the President also emphasized that he did not want personal rivalries in Paris carried to the point where they ran the risk of giving victory to the left.

The former Prime Minister is more than disingenuous when he expresses surprise over all the uproar he has caused and overlooks the fact that his candidature must inevitably be regarded as a challenge to the President.

M. Pierre Christian Taittinger, the State Secretary for Foreign Affairs, mentioned as a suitable compromise candidate because he is acceptable to both Gaullists and Giscardians, suggested yesterday he was still available, "if by some miracle, there were some possibility of agreement between Chirac and d'Ornano."

Clenched fist farewell to murdered lawyers

From Our Own Correspondent
Madrid, Jan 26

Riot police looked on sively here today as a crowd of mourners gave clenched fist farewell to the funeral of five lawyers gunned down on Monday by right-wing terrorists.

When the coffins were carried out of Madrid's main house, the Palace of Justice, the clenched fists went up. The helmeted police did not

Except for a brief riotous applause when the coffin was put on a truck for the journey to the cemetery there was a silence. Down the street the funeral cortege moved, thousands of people marching many clutching carnations aloft in clenched fists.

Only the scream of sirens and the clatter of helicopters marred the tribute. Hundreds of flowers had been sent by individuals and political organizations all over the country. There was even one ribbon with stamped letters: "From a man the civilized right."

In the southern part of Madrid tonight there were reports of gangs of young men overturning cars but it pected, even at Goya square, that these are the acts of right-wing provocateurs. In another part of the city, Señor Suárez was cl with his Cabinet, discussing violence and its effects on the move towards democracy. Strikes and partial strikes place across the country.

Wall panels stolen

Pompeii, Jan 26.—I priceless wall panels, depicting scenes from Greek myth were stolen from a house in the city of Pompeii, police said.

Nato talks begin on £1,400m air radar deal

From Our Own Correspondent
Brussels, Jan 26

Financial experts from Nato countries began a two-day meeting here today on how to share the cost of buying 27 American aircraft filled with highly advanced radar equipment to patrol air space over Western Europe. The total cost, including ground installations, is about £1,400 million.

All Nato countries, with the exception of Iceland, which has no armed forces, and France, which has remained aloof from the alliance since the days of General de Gaulle, are committed in principle to buying Awacs, the initials by which the proposed airborne early warning and control system is known.

EEC challenge to Britain over 'unfair' pig subsidies

From David Cross
Brussels, Jan 26

The British Government is on a collision course with the European Community over Whitehead's decision to give a special subsidy to pig farmers.

In its capacity as custodian of EEC treaties, the Commission announced today it would begin legal proceedings against Britain for breaching the Community's fair competition rules. The Danish, Dutch and Irish Governments have already protested against the British decision to pay the subsidy to pig farmers on the grounds that it would hurt their exports of pork and bacon to Britain.

Commission officials said London had been given until Friday of next week to answer the charges. If the explanations fail to satisfy Brussels, as seems likely, Britain would be forced to pay the subsidies by a certain date. Failure to comply would probably lead to a full hearing before the European Court of Justice in Luxembourg.

Meanwhile, my payment of the £3.50 a head subsidy, which Britain intends to introduce next Tuesday, would vio-

late EEC rules.

The Commission's case that payment of national aid would discriminate fairly in favour of British farmers at a time when colleagues in other member states are also suffering falling prices. Irritation has been heightened by the EEC's decision to cut the rate of a cation with Brussels.

In response to the challenge, Whitehead is expected to state that the subsidies are necessary to preserve Britain's long supplies of pork and bacon, and to protect the pig farming industry from a rapid slaughter rate.

Mr John Silkin, the Minister of Agriculture, who already negotiated Brussels a tough negotiator, is known to be piqued at the Commission's continuing refusal to help pig farmers by modifying the way in which the munity subsidies import pork and bacon into Britain from other member states.

These import subsidies introduced as part of the "green pound" system enable producers in other member states to undercut their British colleagues.

Ban on bait proposed to safeguard young trout

From Arthur Osman
Birmingham

A proposal to safeguard young trout and salmon in the Severn's upper reaches may develop into a clash between fly-fishermen and the coarse-fishing element from urban angling associations in the Midlands and North, it was stated yesterday. It was seen as a stage in the battle between maggot and fly.

The Montgomeryshire Angling Association and riparian owners have asked the Severn-Trent Water Authority for a by-law banning bait for six months every year in certain tributaries.

Montgomeryshire complains that many young trout and salmon are being killed by anglers. They say that it is detrimental in the long term to the fisheries which provide good natural breeding conditions for game fish.

They want a ban from September 30 to April 1, the trout and salmon fishing season in the Severn catchment. Only fly, artificial lures or spinners would be allowed.

All sides have been invited to an open meeting at Welshpool on February 26.

Mr Michael Parry, the authority's assistant director of scientific services, said: "If juvenile fish are especially likely to be killed by a particular method there is a case for a ban. So far the evidence is slender."

Ship four years late and cost is doubled

By Peter Hill
Industrial Correspondent

HMS Cardiff, one of a new class of warship, will be delivered nearly four years later than planned and will cost the taxpayer at least double the original contract price.

The ship was ordered from Vickers, the Barrow-in-Furness shipbuilding group in June, 1971, with delivery scheduled for May, 1975. Because of difficulties and delays, the vessel, which is being completed at another shipyard, is not expected to be delivered until October next year. By the time of delivery the original contract price of about £15m will have doubled, and the Ministry of Defence has also made an extra payment of £2m to Vickers.

The story of the Cardiff, one of several type 42 destroyers ordered, was disclosed yesterday in the latest report of Sir Douglas Bentley, the Comptroller and Auditor General. He noted that Vickers had been awarded the contract even though it had not made the lowest tender.

In 1973, Vickers, having assured the ministry earlier that it would be able to recruit the necessary labour force, admitted that it was in fact losing skilled workers and that its entire shipbuilding programme was slipping.

In 1975 it was disclosed that only 87 workers were engaged on the ship in spite of a ministry assessment that 650 workers would be required.

In March, 1975, Vickers

stopped work on the ship because of its labour difficulties. The ship was then two-fifths complete. Vickers said that it had lost skilled workers to better-paid jobs in Europe and to the oil-rig industry.

In August 1975, Swan Hunter, on Tyne-side, made a firm offer to complete the ship, and she was transferred under a subcontract arrangement.

Vickers, said, however, that the transfer would cause it a big loss and unless financial aid was given in the contract would be closed. The company would have to abandon the subcontract plan and resume work on the ship as before. That, it said, might cost £2m more than completion by Swan Hunter.

Sir Douglas said the Ministry of Defence made a fresh agreement with Vickers in December, 1975, to reimburse the company's actual costs without profit. It included an extra element of up to £2m with a revised delivery date.

Vickers said last night that reports had suggested that the company had been given a payment for the non-delivery of the ship, implying profit to the company for failure to deliver a product against the terms of the contract.

"This is entirely wrong", the statement said. "Vickers will not receive from the Ministry of Defence one penny more than the sum which the company is entitled under the terms of the contract for the Cardiff." Appropriation Accounts, vol 1, classes I-VI, 1975-76 (Stationary Office, £5.40).

The Somerset and Devon county branches of the National Farmers' Union immediately issued a statement rejecting the CPRE's views. Preservation and amenity societies had needlessly exaggerated the extent of moorland "improvement", it said, and the Ministry of Agriculture should give facts to demonstrate the "gross overstatement".

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Nationalization by order 'a dangerous proposal'

By Martin Buckley

The Government's threat that future nationalization Bills might omit any mention of specific companies was a most dangerous proposal, it was said at the House of Lords yesterday on the Aircraft and Shipbuilding Industries Bill yesterday.

Mr Joseph Durkin, parliamentary agent for two groups involved in ship repairing, said the Government's agent, Mr Hugh Gannon, had suggested that if the Bill was found to be hybrid then future Bills might lead to companies being nationalized by order on the basis of fulfilling particular criteria.

He said Mr Gannon had "saved the day" by saying that any Bill would be hybrid. However, Mr Durkin contended, such nationalization Bills would give

rise to "the most inalienable indignation". If that was a way round difficulties, then he believed it would be a very serious one. He would seize every opportunity to contest the Government's proposals.

Later in the hearings, before the Examiners of Private Bills in the Lords, Mr Durkin argued, quoting precedents, that the burden of proof in the case lay with the Government. It was for them to show that the Bill was not hybrid rather than for him and his fellow members to prove that it was.

This view is strongly contested by the Government. If the Bill is found to be hybrid, affecting different principles, it would require a protected, special procedure for its passage through the Lords.

Attempt made to sabotage Yard telephone links

Special Branch detectives are investigating a attempt to sabotage part of the Metropolitan Police telephone network after the discovery of a severed cable only half a mile from the police communications centre at Lippitts Hill, near Loughton, Essex.

The inquiry began on Monday when telephone lines from the centre to police stations in east and north London were found to be faulty.

Half a mile from Lippitts Hill, at High Beach, the police found that a cable had been deliberately cut. Those responsible would have had to crawl along an underground tunnel to reach the cable.

Scotland Yard said: "We can only speculate as to the motive. The case is being treated as one of criminal damage."

Alternative communications were introduced. Radio communications in the London area were not affected.

Licencees oppose plans to open bars in schools

By a Staff Reporter

Applications by two schools for licences to serve alcohol out of school hours are being opposed by the National Union of Licensed Victuallers. The union says it fears that if licences were granted, underage drinking would be encouraged and the effectiveness of the Licensing laws eroded.

The two schools, Forest Comprehensive, at Bloxwich, Staffordshire, and Archbishop Michael Ramsey, in Camberwell, south London, both want a bar for use at sports and social events.

"The bar would not be open when the school was in session, and in no circumstances would pupils be allowed into it," Mr Geoffrey Wilshire, headmaster of Forest Comprehensive School, said.

The licencees clearly view the applications as a further threat to their trading interests.

Strikes unlikely to dent confidence in Barre plan

From Our Own Correspondent
Paris, Jan 26

There is something almost ritual in the two days of strikes called by France's three leading trade union organizations, the CGT, the CFDT and the Force Ouvrière, as a protest against the Government's "austerity programme".

Union leaders, together with the teachers, decided on the strike call without any hope that they would really shake the Government in its determination to apply the wage and price freeze in its anti-inflation plan.

The suppages began on the railways, where the strike call was widely followed. Only about one in three suburban trains were running normally this morning and many commuters took to their cars and jammed the approaches to Paris. Railway services should be back to normal tomorrow, when most of Air France's international

services will be grounded. Postal services, too, will be disrupted, and offices in hospitals, most primary and secondary schools, and state-owned theatres are also expected to be disrupted tomorrow.

One reason why the unions do not want to stage a general strike at this stage is that confidence in the Barre economic plan has improved along with the popularity of the Prime Minister. André Marchais' municipal elections being used as a trial run for next year's parliamentary elections, the unions do not want to damage the chances of the left.

December has not been published yet, it is believed to show a very moderate increase, in the order of 0.3 to 0.4 per cent, bringing price increases for the year to just under 10 per cent. That, and the cut in the VAT rate from 20 to 17.6 per cent at the beginning of the year, have helped the Government's popularity.

Two sentenced for 'smuggling' East Germans out

East Berlin, Jan 26.—Two West Berliners have been jailed in East Germany for attempting to smuggle people out of the country, the ADN news agency reported today.

The two men, Georg Förder and Lothar Hirsch, were sentenced to four years and three-and-a-half years' jail respectively under East Germany's criminal code banning "anti-state human trafficking".

The report did not say when the men were tried. East-West German relations are at their lowest for several years and it appeared likely that the rash of trials—the first two sentences were reported by ADN last Friday—was part of a renewed East German political campaign against Bonn.

Mr Mondale affirms US ties with Berlin

From Our Correspondent
Berlin, Jan 26

Mr Walter Mondale, the American Vice-President, paid a two-hour visit to West Berlin today to emphasize the Carter Administration's determination to preserve the freedom of the city.

Mr Mondale was accompanied by Herr Hans-Dietrich Genscher, the West German Foreign Minister. They were welcomed by Herr Klaus Schütz, the chief burgomaster, and the allied commanders.

Mr Mondale said President Carter had asked him to make the visit to "reaffirm our commitment to the security and freedom of the great city of Berlin, and to reaffirm the bonds of friendship between us."

He warned Russia and its East European allies that no change in the status of the city would be tolerated.

Mr Mondale added that the four-power agreement must be respected or else efforts to achieve a solution would be complicated.

The Vice-President said the essential balance which governed the situation in Berlin was reflected in the quadripartite agreement. "This agreement has brought important benefits both to Berlin and to efforts towards peace throughout Europe," the President firmly believes, and will continue to insist that this agreement be strictly observed, and fully implemented by all the parties.

At a reception in the city hall, Mr Mondale reminded his audience that President Carter was committed to continuing efforts to lower the danger of conflict in Europe. And he added: "No other city in the world stands to benefit more

from these efforts than Berlin. At the same time, as Berliners are given an opportunity to benefit fully from improvement in East-West relations, progress towards further reduction of tension will be more difficult."

The Soviet commission and the heads of other-mill missions from East European countries, did not attend the ceremony, although they had been invited. Only Yugoslav was represented.

On his way to the city hall, Mr Mondale stopped at Brandenburg Gate in the East sector, with the barbed wire and the Soviet monument nearby. Closely watched by East German police, Mr Mondale looked into Berlin from a platform overlooking the Wall.

Silver Jubilee



The February issue of *The Illustrated London News* contains special features commemorating the 25th anniversary of the Queen's accession to the throne, including articles by Philip Howard and Margaret Laing, and many colour pictures.

The Illustrated LONDON NEWS February issue On sale now 50p

THE UNIVERSITY OF CHICAGO

OVERSEAS

Mr Richard lets the dust settle and looks ahead to ways of reopening Rhodesia peace talks

From Ray Kennedy
Johannesburg, Jan 26

Choosing his words slowly and carefully, Mr Richard said today that "in the not too distant future" Britain will announce moves to reopen the Rhodesia peace talks.

Addressing a news conference at the British Consulate-General here Mr Richard, who arrived from Salisbury on Monday "to allow the dust to settle," said "We have been trying to assess the full implications of Mr Smith's statement and naturally consulting our allies, particularly the United States."

"I hope as a result of those consultations and reflections we may be able to announce at least some thoughts for the future—may I put it that way—in the not too distant future."

As for his immediate moves, Mr Richard said he would remain in Johannesburg tomorrow and leave for Botswana on Friday. From there he would travel to Lusaka, Zambia, where he hoped to see President Kaunda, the leaders of the Patriotic Front and the Secretary-General of the Organisation of African Unity (OAU).

"I hope to be back in London about the middle of next week. I am not absolutely certain," he said. It was "a bit too early to tell" if and when he would resume his efforts at shuttle diplomacy.

Mr Richard said he had not had any direct contact with the Rhodesian Government since Monday. He was unaware, he said, that there were a number of Rhodesian officials in Johannesburg.

Earlier today, a group of Rhodesian officials were seen

at an hotel here, but not the one where Mr Richard is staying. They included Colonel MacKnox, former head of the Rhodesian diplomatic mission in Lisbon and former chairman of the ruling Rhodesian Front.

The purpose of the Rhodesians' visit to South Africa is not known at present. Colonel MacKnox's current job is as the Government's senior press liaison official.

Mr Richard said also that he had not sought a further meeting with Mr Vorster, the South African Prime Minister. "The British Government is not asking anything of Mr Vorster at this stage," he added. Of his two rounds of discussions with the South African leader, he said: "We understood his general position very well and he understood ours. He wants a peaceful settlement in Rhodesia."

Mr Vorster has said he will outline in Parliament on Friday his Government's view of the breakdown in the talks. At the end of a week-long no-confidence motion in the South African Parliament, Mr Vorster said: "While I can understand Mr Richard's disappointment, I do not think that his diagnosis of the failure of the talks respects, or takes account of all the relevant facts."

Mr Richard today reiterated that he had not confronted Mr Ian Smith with a "take-it-or-leave-it" package of proposals. "All I put to him was a framework for serious negotiations for when we got back to Geneva."

Everything in the proposals was negotiable, but Mr Smith would not even accept them as a basis for serious discussion.

tion. "It's very regrettable, disappointing and rather sad," Mr Richard said. "We all believed we did have the makings of a genuine agreement."

Although he still did not despair, "If all Mr Smith is going to say in perpetuity 'I have a contract', and saying it to people who were not party to the original negotiations, it's going to be difficult to get a settlement."

There would be hope if Mr Smith was prepared to say that starting from the basis of Dr Kissinger's five-point package he was prepared to move on, but his "firm refusal" on Monday to shift would make it more difficult next time to find a negotiating framework acceptable to all.

Mr Richard said the British Government had nothing against the United States becoming directly involved in any renewed negotiations, and he emphasized that the new Administration in Washington was fully behind Britain's efforts, as ex-President Ford's Administration had been.

Of his own role, he said he had detected no great loss of criticism from the House of Commons.

But he reacted sharply when asked if Mr Reginald Maudling's comments—that he should be dismissed at once—were misguided.

"If Reggie wants to say that sort of thing he is perfectly entitled to say it," Mr Richard replied. "But it's a pity he did not say it when he was shadow Foreign Secretary instead of waiting till he was not. Mr Maudling is a man who occasionally expresses an opinion, though not very often. But I do not feel bitter."



Breakfast briefing in the White House on Tuesday for congressional leaders and officials.

Sir Peter is first to see the President

From Our Own Correspondent
Washington, Jan 26

Britain was singled out for the compliment today of having its ambassador chosen as the first foreign diplomat called in to see President Carter.

Sir Peter Ramsbotham was invited to the White House for what was officially described as

a courtesy call on the eve of his departure for London to be present at Vice-President Mondale's meetings with the British Government tomorrow.

White House officials said they expected President Carter to express his support for Britain in the Rhodesia dispute but they added the latest details from Mr Callaghan's briefing of Mr Mondale.

Privately, informed American officials are astonished at reports from southern Africa suggesting that Mr Smith and his colleagues entertain notions of being better treated by the Carter Administration than they were by President Ford and Dr

Kissinger with their so-called "internal" solution.

"Just wait until Andy Young hits them," a source close to Dr Zbigniew Brzezinski, the National Security Adviser said today, referring to Mr Andrew Young, the new American representative at the United Nations, who is to travel next month to Tanzania, one of the "front line" states on the pretext of attending its independence commemorations, stated baldly yesterday that "the people who believe in the negotiations can't afford to give up."

He meant South Africa. He said the South Africans fear

the spread of bloodshed and chaos, and if South Africa says negotiate, they will have to negotiate," he said.

As first token of the change in American attitudes, Mr Young urged Congress to repeal the Byrd amendment under which the United States permits imports of Rhodesian chrome in defiance of United Nations sanctions.

"I think one reason Ian Smith has refused to bargain is that he believes in a crunch he will get our support," Mr Young said.

The Ford Administration also opposed the Byrd amendment, but never lobbied for its repeal.

New moves to revive dialogue in Cyprus

From Mario Modiano
Athens, Jan 26

A new initiative is in the air in Cyprus which, according to qualified sources here, may lead to the reopening of the locked dialogue between island's two communities.

It is clear that the leaders of the Greek Cypriots and the Turkish Cypriots should be needed to demonstrate to the administration in Washington that their side is not responsible for the prolonged stalemate that they are willing to accept negotiating mechanism again.

Such a mechanism would enable the United States Government and the European Community to channel the ideas that both promised to duce in connexion with Cyprus problem.

These initiatives become possible the US States Administration put to obtain first hand information from the parties concerned rather than rely on a part of the old Cyprus and the Cypriot mission from Washington therefore expected to Athens, Ankara and Nicosia.

If the solution of the Cypriot problem is to rely on the concerted effort by the United States and the European Community, this is likely to some time, unless the Cypriot communities can a breakthrough without a help. This is not to be ruled out in the present in Nicosia, which has been arranged under conditions most serious.

The ingredients for a solution have been there for time: the bizonal federalism under a moderately strong central administration, with a Turkish withdrawal enough to secure a large number of Cypriot refugees to home.

Whether Mr Rauf Der the Turkish Cypriot leader sufficiently emancipate himself from Ankara, or the Greek Cypriot Government to internal solution, is something worthing for the Greeks, and a settlement would he await the Turkish generation next October.

The Soviet Union appears renewed efforts to revive Western initiatives Cyprus. Moscow has been long for the revival of ideas for an international conference on the problem that had been accepted by Greek Cypriots and Turkish Cypriots. Nothing indicates that it changed.

Angry Mr Nkomo condemns Britain

By David Spanier
Diplomatic Correspondent

Mr Joshua Nkomo, in extremely angry mood, gave his view of the breakdown of the Rhodesian negotiations yesterday. He has no time for the Rhodesian Government, he said, and nothing whatever to say to the British Government.

Almost spluttering with rage, the normally equable Mr Nkomo, joint leader of the Patriotic Front, seemed to be condemning the entire British performance in recent weeks, but most particularly the manner in which Mr Ivor Richard, chairman of the Geneva conference, announced the breakdown.

"The British Government invited us to a conference. It was no conference. It was between Smith and the British Government. We have nothing to do with that. The conference was not ours. Its ending is of no matter to me."

What most rankled, it appears, was Mr Richard's taking it upon himself to announce the collapse of the negotiations. Mr Nkomo said that Mr Richard, rather than consulting the African delegations. At the very least, it would seem that Mr Richard faces a sticky interview, if he goes on at all, with Mr Nkomo and Mr Robert Mugabe, joint leaders of the Front, in Lusaka this weekend.

Mr Nkomo was staying overnight in London on his way to Lusaka today for a meeting of the liberation committees of the Organisation of African Unity at the end of the week.

Asked repeatedly what he wanted the British Government to do, Mr Nkomo insisted that this was nothing to do with him. "The British Government must know what to do with a colony. They must know that. They have got to deal with it. We are not going to have another conference with the British until we know it means business."

Mr Nkomo said, in a calmer moment, that nobody wanted a war in Rhodesia. "It is not a game. It means people's lives." He had thought they could agree at a conference, but they were mistaken.

Bitterness in Namibia is growing, MPs report

From Our Correspondent
Geneva, Jan 26

The situation in Namibia (South-West Africa) is one of "escalating danger," according to Mr Ralf Friberg, Finnish MP and chairman of the Inter-Parliamentary Union fact-finding mission on Namibia.

The mission—denied access to the territory by the South African Government, which also refused to answer questions put to it in writing—has heard from about fifty people this month in Geneva, in Dar es Salaam and Lusaka.

Its report says bitterness in Namibia under South African administration is deepening, with the possibility of open conflict. It would be realistic, accordingly, for South Africa to agree to negotiate with the South-West African People's Organisation (Swapo) under United Nations auspices.

Mr Friberg told a news conference that while Swapo was

tending to be more flexible in its approach to talks with South Africa, armed struggle was becoming more important in bringing pressure for a political settlement.

"But Swapo is keeping all doors open for negotiations, provided they get them directly with those who have real power in the area, the white South Africans," he added.

He believed that as the situation worsened, the South African Government would be seeking asylum in Western Europe.

He described the United Nations programme in Lusaka for preparing Namibians for independence as a "unique undertaking in the history of decolonization."

The other members of the Inter-Parliamentary Union mission, Zaire and Britain (Mr Peter Temple-Morris, Conservative MP for Leominster).

Allegorical book puts Kremlin in a dilemma

By David Watts

Publication of an allegorical book about life in the Soviet Union, The Yawning Heights, has created a dilemma for the Kremlin.

Prosecution of the author, Dr Alexander Zinoviev, a mathematical logician of world renown, would entail recognition that the satire is directed at the Soviet Union, but to leave Dr Zinoviev unpunished would be equally unpalatable.

According to the only real personality portrayed in the book, Mr Ernest Neizvestny, the sculptor, and for 25 years a friend of Dr Zinoviev, the authorities have nothing on which to base a case.

"Publicity frequently inhibits the more bloodthirsty side of the Soviet leadership from dealing with people as they might otherwise do," he said, through an interpreter.

Already Dr Zinoviev, whose 500-page work has been published in Russian in Zurich, has been removed from his job.

According to the sculptor, who is in London for the Russian art exhibition at the ICA, the book is reminiscent of the style of Jonathan Swift and contains no direct references to the Soviet Union, its leaders or system of government. It is about a country called Inskan in which the leading personalities have such pseudonyms as The Manager (thought to represent Mr Brezhnev), the Master (Stalin) and Rasputin (Yevushenko).

Dr Zinoviev, a man highly respected by Western mathematicians, came of Russian peasant stock.

Mr Neizvestny insisted on the importance of publicity in the West for the threatened Soviet leadership. He told of a friend of his, recently released from jail, who consistently received better treatment in prison whenever his name was mentioned in the Western press.

"Even high officials consider that if The Times, or any other newspaper, publicizes someone, it does not just happen by chance, but is an indication of someone high up having an interest in the matter."

Polish discontent not just economic

Warsaw, Jan 26.—While an uneasy truce prevails between the people and the communist leadership of Poland, a crucial new issue has emerged over the past few days: the rise of riots and strikes of last summer.

The Government has concluded that the problem was purely economic, and has made a series of economic decisions that it believes will ease the grave shortages of consumer goods by the end of the year. That, in the leadership's assessment, will remove the danger of further upheavals.

But many people, including important communists as well as church officials, intellectuals, dissidents—and probably the unmanageable public opinion—insist that underlying political problems must be faced. Economic grievances, they say, are only a symptom of discontent with the regime.

They say that the economy cannot be restored without at least a measure of political liberalization.

In some basic ways, the demands are not different from those in other east block countries, although it is of critical importance to the Polish Government that the vocal intellectuals as well as aggrieved workers are pressing for reforms.

The tensions arise essentially from internal problems. Poland has paid little attention to the arrests in Czechoslovakia, troubles in East Germany and the loss of Moscow's underground railway and these developments do not appear in the official press.

But some outside influences have had an effect. The Helsinki declaration, with its chapter on human rights, seems to have had little direct

impact since such things as foreign travel and information from the West are fairly accessible to Poles. But indirectly it has been of some importance.

Some people involved in cultural and political affairs say there has been a tightening of controls and official rigidity. Some attribute this to an overall block effort to defend communist uniformity against the effect of increasing involvement of people with the West. In any case, the result has heightened Polish tensions.

In the same way, the rise of West European communism and the Moscow-endorsed acceptance of national party lines at last summer's East Berlin meeting of European communist parties has had no visible effect on the Polish Communist Party. But now, an opposition leader such as Mr Edward Lipinski, the 88-year-old ex-socialist historian, can say: "I am a Marxist. I am like the Italian communists. So why should I be considered a dissident?"

The Polish Government's decision to regard its problems as purely economic, however, implies continued hard exchanges with the West. Cutting back contacts would inevitably set back the economy rather than speed recovery.

There is no indication of Soviet resistance to reforms that might seem desirable to the leaders. On the contrary, the evidence is that Moscow is content to let the Polish communists do whatever they can to keep the country tranquil and to get things working.

The Russians do not want to do a Czechoslovakia here, one official said privately. They know the Poles and what kind of trouble they would have on their hands."—New York Times News Service.

British compa named in MP corruption

Nassau, Jan 26.—A member of Parliament appeared in court yesterday charged with corruption involving a British firm. Earl Thos was accused of receiving 100,000 Bahamian dollars (about £50,000) from the British firm, Earl Thos was accused of receiving 100,000 Bahamian dollars (about £50,000) from the British firm, Earl Thos was accused of receiving 100,000 Bahamian dollars (about £50,000) from the British firm.

Cuba's Comecon success in Latin America

Havana, Jan 26.—Cuba's proclaimed policy of becoming a bridge between Europe and Latin America has produced a spectacular success, with two English-speaking countries in the area announcing their intention to establish links with Comecon, the Communist economic group.

Guyana applied for an agreement of association at a meeting of Comecon's executive commission here, the first held in this hemisphere.

In Kingston, Mr Michael Manley, the Jamaican Prime Minister, announced he was establishing diplomatic relations with the Soviet Union. Two Comecon officials are to visit Jamaica and a Jamaican economic and trade mission will go to Moscow.

Mexico signed a cooperation agreement with the Comecon last year.

Observers here believe these developments largely result from Russia's largely help to Dr Castro's Cuba.

In the world economic crisis some developing Latin American countries, caught between the rising oil prices and the falling value of their raw material exports, have started looking at Cuba as an alternative.

This Caribbean island, getting cheap oil from the Soviet Union and selling expensive sugar to

it, is becoming the Western world's oil problem. Observers say, it is whether the Communist camp can afford to help other countries as liberally as it has helped Cuba.

The Council for Mutual Economic Assistance—popularly known as Comecon—was set up in 1948. The founding members were the Soviet Union, Bulgaria, Czechoslovakia, Hungary, Poland and Romania. Later, Germany, East Germany and Mongolia were admitted and in 1972 Cuba became the ninth full member.

Cuba's membership of Comecon came after the near-disaster of the 1970 sugar harvest which failed to yield the expected 10 million tonnes and left the economy exhausted.

Since then, the economy has recovered, benefiting from advice on long-term planning and from a series of favourable agreements.

But Cuba, which gets 80 per cent of its export earnings from sugar, has been seriously hit when sugar prices on the world market fell from 65 cents a lb two years ago to seven cents a few months ago.

What saved this island was the assistance of Communist countries.

Under barter agreements, the Soviet Union buys about half the Cuban sugar crop as 30 cents a lb while supplying Cuba

with its full requirements of oil and other goods.

This allows Cuba to go ahead with long-term industrialisation projects with the help of Comecon, including the construction of a nuclear power plant and two nickel plants. Other projects needing hard currency investments have had to be shelved.

"Nobody can be blamed if Comecon today has a Spanish-speaking member country," President Castro told the visiting deputy prime ministers of the Comecon member countries. "We are part of the Socialist community. Your presence in Cuba is to me the image of a future Latin America where imperialism and capitalism will not exist," he said.

A few hours later, Mr Desmond Hoyte, Guyana's Minister of Industrial Development, expressed his country's wish to develop its trade and economic relations with the Comecon countries.

In an interview with the Cuban news agency Prensa Latina, Mr Hoyte was quoted as saying that his country was seeking a formal association with Comecon.

The next day Mr Manley told the Jamaican Parliament he was establishing diplomatic relations with the Soviet Union and

would send a delegation to Moscow for trade talks and a two deputy prime ministers of Jamaica after the Havana meeting.

The decision is believed to have been discussed with Vice-President Carlos Rafael Rodriguez, Cuba's representative with Comecon, when Mr Percival Patterson, the Jamaican Foreign Minister, visited Havana recently.

To observers here, there is little doubt that Cuba has played a major role in the development of Mr Manley's new policy.

To the reported irritation of Washington, Jamaica has developed close relations with Cuba since Mr Manley toured this island two years ago.

Cuba is seen as implementing in Jamaica its new Latin American policy which, far from earlier attempts at exporting guerrillas, aims at countering American influence through bilateral cooperation and the promotion of regional economic groupings excluding the United States.

Mr Manley was impressed by the assistance of Cuban experts who built a school, a housing project, a prefabricated slab plant and several irrigation mini-reservoirs in Jamaica free of charge.

'Pork barrel' Democrat deposed in House vote

From Our Own Correspondent
Washington, Jan 26

Congressional Democrats, in their first gesture towards cleaning up the stables, today deposed a "pork barrel" Democrat, Mr Sikes as chairman of the powerful Appropriations subcommittee on military construction.

Mr Sikes was formally removed by the House of Representatives last year after being accused of having greatly profited in banking and property development from "pork barrel" schemes approved by his subcommittee. None the less, he won reelection unopposed from Florida's first congressional district last November.

Not surprisingly, the constituents he has served since 1940 bear him no grudge since they have prospered along with him, while the Gulf coast area has

Argentina bids sad farewell to traditional steak diet

From Our Correspondent
Buenos Aires, Jan 26

Millions of Argentines are saying a sad farewell this month to perhaps their best loved national institution: *el bife*.

The price of the succulent beefsteaks, for decades a daily staple diet of all Argentines from ranchworkers to roadworkers, has suddenly soared beyond the reach of all but the wealthy.

The sirloin steak which cost 350 pesos (about 75p) a kilo (2.2lb) at the butcher's before Christmas costs 800 pesos (about £1.60) a kilo today.

For most of Argentina's 27 million people, who last year munched their way through an average of 198lb of steak each, it is little short of a national disaster.

Only a month ago labourers earning less than £60 a month

Harsh lesson to deter young offenders

From Nathaniel Sheppard
Rahway, New Jersey, Jan 26

"Imagine being buried alive and knowing that there was no way out," the stern-faced prisoner told the 11 obviously frightened teenagers who sat almost motionless on a long bench in front of him at the maximum-security Rahway state prison here.

"Then imagine having to worry about whether this will be the day that someone runs a shank through you while your back is turned, or that you have to fight—and maybe even kill—to prevent some guy from forcing you to have sex with him."

"That is the kind of thing you will have to face every day if you wind up in here," the prisoner thundered at the eight boys and three girls who had

begun to look less like tough juvenile delinquents and more like lost children.

The speaker was one of a group of prisoners serving life sentences who have begun a novel and apparently successful programme designed to turn juveniles away from crime.

The youngsters, 14 to 16 years old, had all had minor brushes with the law and were getting their first—and what authorities hoped would be their last—glimpse of life in prison.

For nearly an hour and a half, seven "lifers" used brutal and explicit language to describe the humiliation, misery and terror of their existence. They also spoke bitterly of the unhappiness that they had caused to their families.

Relentlessly, as the juveniles sat quietly with heads down on the lighted stage of the otherwise dark and cold prison auditorium, the prisoners ridiculed their misdeeds.

"It ain't glamorous in this way it is pictured in old Bogart and C movies," a prisoner said. "It is like hell. You fight everything you get, and you have to keep it."

The girls were told that the women's prisons they were subjected to similar horrors. They were told of rapes and beatings, and were told that men would longer want them after had served their sentence.

The teenagers, visibly at by the harangue, were taken by Sergeant Allan At a correction officer at prison who works with inmates, on a quick tour of the worst areas of a prison, including "the hole" or solitary confinement.

They were told that prisoners disobeyed orders were put in the hole and bread and water—a exaggeration.

THE ARTS

British Rail's unvalued heritage

"The railways board finds itself the inheritor of a large number of buildings which have changed their function in the public eye from being Victorian monuments to suddenly becoming historic buildings. These are the plastic words of a British Rail architect. In fact as far as many passengers are concerned, these buildings never were regarded as monuments; and, sadly, the main reason why others have changed their minds is that British Rail have on the whole failed to design new stations which capture either their admiration or their affection. As John Betjeman remarked when opening *Off the Rails*, an exhibition about saving railway architecture, Oxford's "old station wasn't very good," but, by Jove, who could have designed the modern one?"

The exhibition is at the RIBA, 21 Portman Square, until March 11, and it is one in which it is difficult not to feel a degree of involvement. Display panels of photographs illustrate the themes of Loss, Threat, Abuse and Reuse, and there are accompanying plans, drawings and objects (including a model railway). Before entering the main exhibition, it is salutary to look at maps in the hall that show how our railway system developed from 1840 and will probably have declined by 1980. In 1925 you could buy a ticket to within reasonable distance of most places in England. By 1980, those Londoners like myself who would be dangerous behind a steering wheel and are terrified of being driven by others on those devil-arteries called motorways,

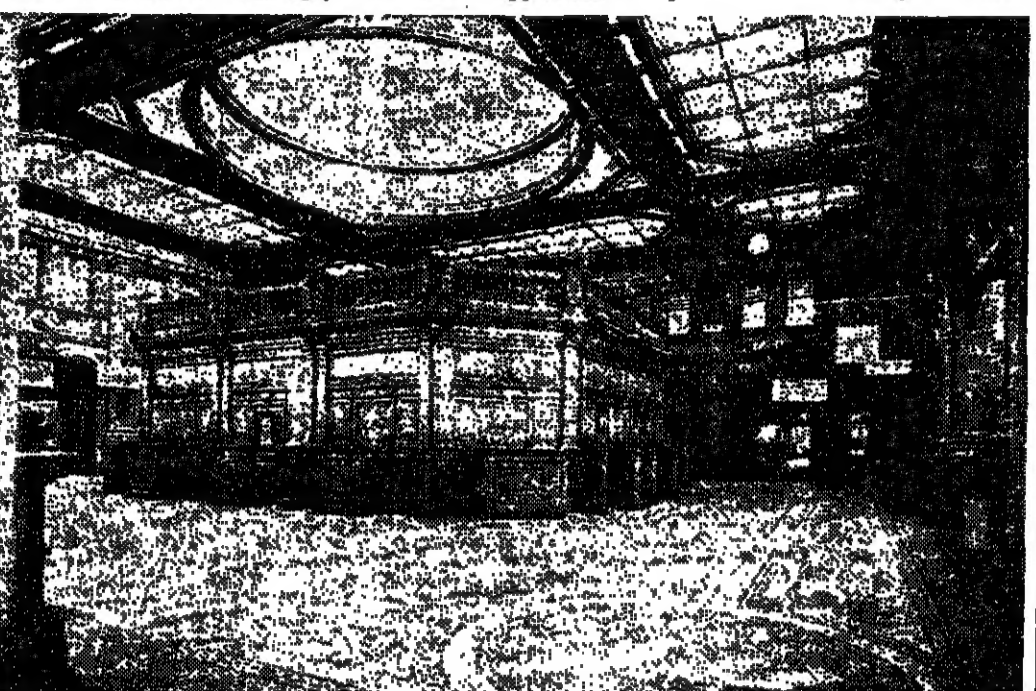
will probably never see excellent towns such as Falmouth again. Besides the many photographs of lost and mutilated stations, famous for their elegant construction or optimistic grandiloquence, a good deal of attention is also given to more modest buildings. Malmesbury Station, for example, a small stone building with a wooden platform canopy (Southern Region alone has some 200 different patterns of canopy valancing) which was destroyed in 1972, one of many wretched rural stations. Penworth, an unusual timber building, which would surely convert to habitable use, is decaying. Pembroke, once a station of reasonable character and individuality, is reduced to a ghastly rectangular bunker, built of reconstructed stone bricks. (These bear the same kind of relation to real stone that reconstructed potato does to real potato.) Only in the Reuse section is there cause for satisfaction. Here there are examples of how railway buildings have been converted; they include a gymnasium, private houses, museums, offices, a pub and a nature observatory. However, of the 3,339 railway stations closed, only 1,370 have been sold, and many of the remaining are, quite literally, dropping to pieces. Nor have all of those sold been particularly well cared for by their new owners.

Marcus Binney, chairman of the vigorous conservation pressure group SAVE who present this exhibition, deplores British Rail's lack of a purposeful marketing policy and the fact that—when approached—they

have often demanded unrealistically high prices. Many of the reused stations have been acquired and converted only after long negotiation and concerted public effort. Indeed, public cooperation seems to be easy to elicit when it comes to railway buildings. An appeal by SAVE for photographs brought many responses, one of which was of particular value. Alan Young, a geographer, made a selection of his 4,000 slides of railway buildings available for continuous display within the exhibition. Angered by the fact that British Rail demolished buildings on the South Shields line in 1972 before he arrived with his camera, he has spent his free time during the last four years travelling all over the country to beat the bulldozers.

In a booklet of informative essays which SAVE have prepared to accompany the exhibition (available from their office at 3 Park Square West, London, N.W.1, price £1.10 including postage), Binney claims that "old railway buildings have the most marketable quality of all—size. I'm not quite sure about that, but his point that British Rail spend a great deal of money on promotion material persuading people to discover historic Britain, while allowing their own legacy of Brunel & Co. to decay, is very relevant. After the government, the British Transport Commission is the largest property owner in the country. That should be an honour, not an albatross. Yet in 1974 they had no less than 22,503 acres of derelict, abandoned land.

Paddy Kitchen



Waverley Station, Edinburgh, booking kiosk and mosaic floor demolished to make way for new travel centre

London debuts

Three young instrumentalists from West Germany arrived under the auspices of the first German Music Competition, held in Bonn in 1975. Under the direction of the first prize winner, I had to miss for another debut the recital of Baroque and modern flute music given by Roswitha Staage, but the performances of the other two players were enough to indicate an extremely high standard all round. The pianist Roland Keller showed a rare ability to command the rhetoric of the romantic keyboard and still bring it within the control of a searching intelligence. In the Schumann *Etudes* symphony, which he played with five suppressed pieces inserted in the middle, he maintained a wide variety of tone and some exhilarating tempos, and in Brahms's Op 118 he let his playing move and sway with the music's fluctuations. His disciplined waywardness was particularly rewarding in Schoenberg's Suite, which for once had its full measure of kindness and warmth.

In Maria Kliegel's cello recital it was her astonishing mastery of the whole gamut of techniques that was most im-

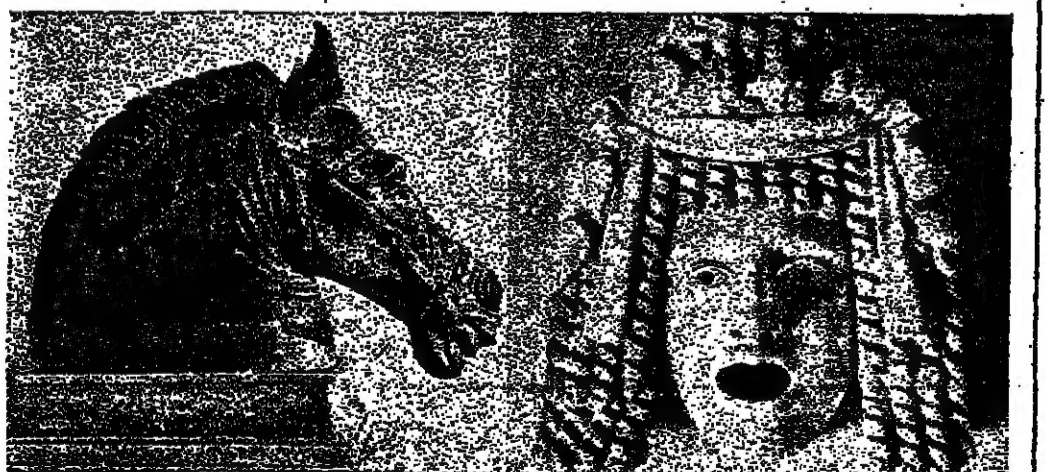
pressive. Ludger Maxsein was her accompanist, sensitive to her views both in a mobile account of Bach's D major sonata and in a performance of the Franck sonata which was as wide-ranging in expression as it was fastidious in detail. However, Miss Kliegel showed her skills most completely in the solo sonata of Kodaly. I had always thought this a dry and prosaic work, an eternal study more than a recital piece. Here it was not as all so. Miss Kliegel made it flow, made it sing and sometimes even made it smile. She showed an extraordinary feeling for the proper movement of a phrase, sleeping her playing with subtlety of colour as well as fine rhythmic sense. Her rapid trills and her full-sounding tremolos were thrilling in effect, but there was nothing studied about them, or anything she did. This was a musician playing as if improvising, perfectly in contact with both music and instrument.

The light of these young German players cast shadows in the rest of the week, but even without such competition I doubt if the pianist Rosario

Paul Griffiths

Andino or the Kodaly Quartet would have greatly impressed. Miss Andino was a sprawling player, controlled only in the two Schumann sonatas which she began. In the Paganini *Etudes* of Liszt and in Schumann's C major Fantasy she gave an ill-disciplined vision of romantic music, lax in rhythm, odd in emphasis and heavy in tone. With experience she may win through to a persuasive personal style, but at the moment her playing of Schumann, for example, simply seems to lack the grace and exactness usually regarded as indispensable.

With the Kodaly Quartet the main difficulty is one of personnel. I understand that there has been a change of leader, and that it has not been for the better. Certainly, in this recital the first violin was consistently flat, nor did he engage much with his fellows, whether in Haydn, in Beethoven or in the moderately pleasant second quarter of the composer from whom the ensemble takes their name. Strikingly different was the intimate togetherness displayed by the viola and the cello, but half a quartet is not enough.

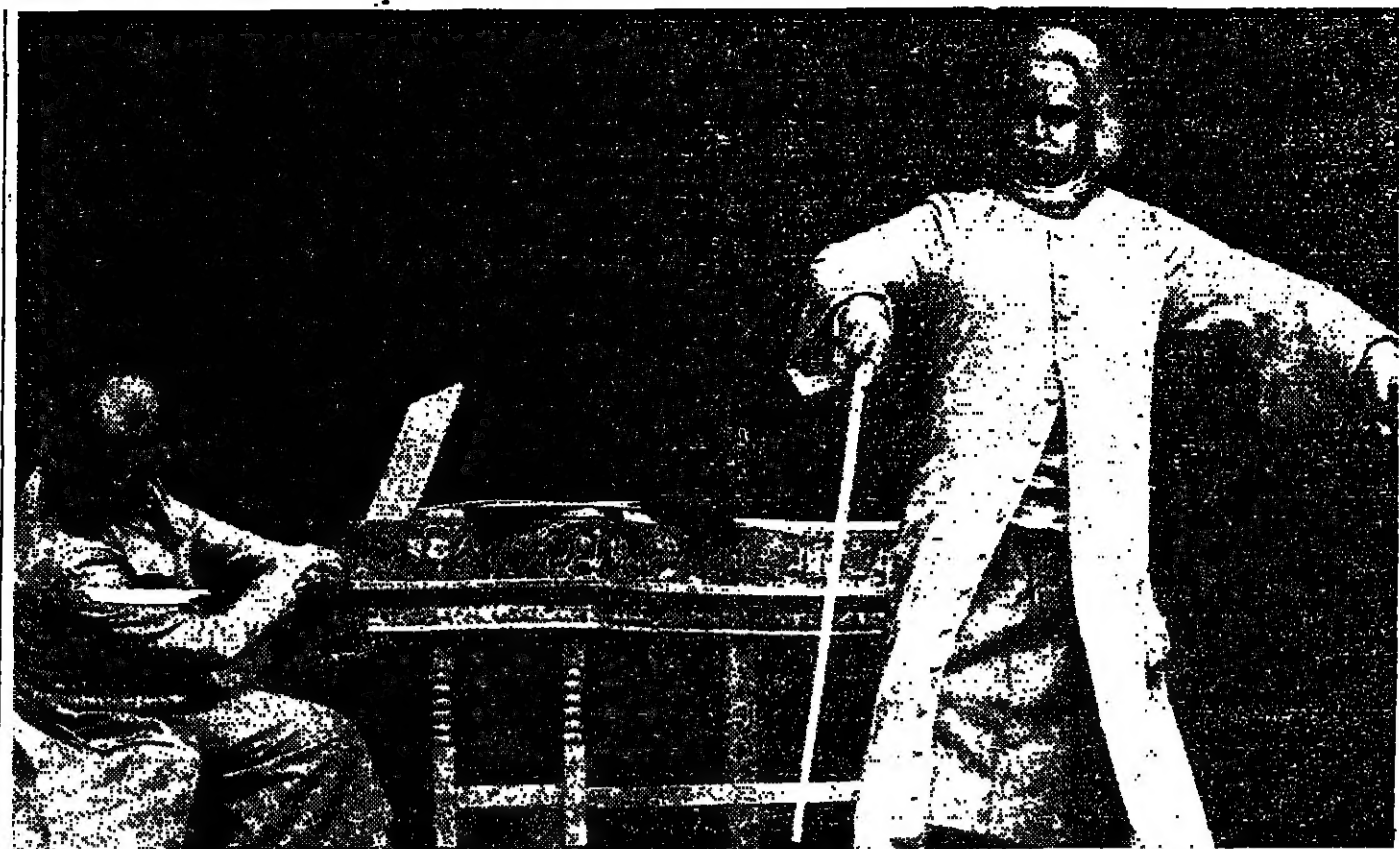


Pompeii comes to life at the Royal Academy.

When, on the 24th August, AD 79, the volcano Vesuvius erupted, the prosperous town of Pompeii, its people and its life were completely buried. Now, nearly 20 centuries later, London has the chance to look into this part of the Roman

Empire, and see at first hand the life of one of the world's great civilisations. 20 NOVEMBER 1976-27 FEBRUARY 1977 For opening times see the classified columns of the National Press. Royal Academy of Arts, Piccadilly, London W1. POMPEII AD79

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Ryland Davies and Thomas Hemsley

The Barber of Seville

William Mann

For a Londoner the visit to Clwyd Theatre in Mold, North Wales, must rank as a black sabbath day's journey, with slow local trains, hotels available only far away and expensive local taxis. Clwyd Theatre is a year old this week and has gathered regular audiences from Llandudno to Manchester and Merseyside to Shrewsbury (the management's claim). It has two theatres, the larger seating 530, as well as a film theatre; the restaurant, quite a success, is praised by local inhabitants for reasonable prices and hours of service—they go there even when not attending a show. The theatre has its own company, whose production of *The Way of the World* will come to Croydon's Ashcroft Theatre at the end of next month. The place is handsomely designed and full of a certain austere cheerful atmosphere.

This week the theatre is occupied by Welsh National Opera with a new production of Rossini's *The Barber of Seville* in E. J. Dent's English version,

somewhat updated. It marked the operatic baptism of William Gaskill, formerly of London's Royal Court Theatre. Rossini's *Il barbiere di Siviglia* has accumulated overbearing loads of traditional comic business in its 161 successful years of life on the boards: who knows how many of them were taken over from Paisiello's earlier treatment, or before that from Beaumarchais's original play? Mr Gaskill's production concentrates on style and comedy of characterization: the booby lazzi of the drunken soldier, the music-lesson, the dopey servant, the hilariously inept shaving scene, and so on, are not ignored but kept under control so that their treatment arrives freshly and pointedly.

There is a discreet joke in the first scene about a one-handed trumpeter (the stage-band also included, I thought, a real guitarist), another when Figaro, pretending to play the guitar, sends up Count Almaviva's second serenade. The characters, for once, are not made to cavort irrepressibly but to reflect their animated music with tactful gesture and movement, surprisingly immune from the gimmicks and St Vitus's Dance that usually beset productions of this opera. A typical example is the seashell image

of the first-act finale's last ensemble: some lurching is in place but it is done only twice, with new ideas and a spectacular shape as coherent as the music. The discretion of the production's style does connect the piece more firmly with classic comedy rather than with Neopollitic farce, but may have been inspired by the WNO's desire to tour *The Barber of Seville* in small theatres round the country. The action involves young William Figaro's dropped cut-outs and frames, featuring exquisite miniature three-dimensional street facades (the frames rather too prettily floral, like Dürer's bias-binding) which leave plenty of room for

Chiefly, though, we are made to concentrate on the characters: the George Robey eyebrows and rubber-gnome facial contortions of Thomas Hemsley's Bartolo, the baby-repelling slithering lamp post that Geoffrey Mose (a new WNO recruit with a keenly trimmed bass voice and strong possibilities as an actor) brings to Basil; then Thomas Allen's warm-hearted, ebullient Figaro, warmly compact, arguably too sophisticated. Rossini is deliciously and pointedly done by Beverley Humphreys, flashing eyes, pug-nosed chin, her reactions 40

seconds ahead of anybody else. Ryland Davies is able to make much of Almaviva's comic disguises. With direction to such purpose, and in a small theatre, they all sing Rossini's taxing, charming, brilliant music (though it is far from being his comic masterpiece) more neatly and communicatively than is usual.

It took a little while for Ryland Davies to whistle his voice down to the size of the auditorium: his first solos were forced and unpleasant, afterwards brilliant and winsome. The conductor, Wyn Davies, also began by drowning singers with orchestral hurricanes before realizing that valour need not exclude discretion, not least because he had the Welsh Philharmonia in deeper form under his baton.

All the same, I am relieved that WNO has decided to adopt a base in Birmingham, as of next September, with a stage at the Hippodrome where the company will eventually give four fortnightly seasons each year. Birmingham may not be as romantic as Mold, but like Cardiff it is much more accessible for Londoners like me who wish Merseyside much pleasure at Theatre Clwyd but prefer our opera going under conditions less exhausting.

German Skerries

Irving Wardle

One trip through the sulphurous atmosphere of Billingham amounts to my only contact with the territory of Robert Holman's play, which may explain my failure to grasp what it is getting at.

From a southern viewpoint, if a play is set on a tiny nature reserve at the edge of an industrial hinterland which is now using it as a waste dump you may expect some debate on the pollution of our natural resources. Added to that, the coastal setting looks out towards a group of treacherous rocks, the German Skerries, at the entrance of the River Tees: nature, you might suppose, waiting to choke its revenge. But at all: having wheeled the full pathetic fallacy machinery into position, Mr Holman resolutely refrains from using it and would doubtless dismiss such an expectation as southern seasickness.

Nearly evoked with a club shed and a patch of sweet-smelling turf, Mikki van Zwagenberg's stage establishes the place as a bird sanctuary, and the first scene between a young 101 plant operator and a middle-aged school teacher demonstrates the freemasonry of the watchers. Here they come from the streets of Redcar and Middlesbrough, escaping factories and nagging wives, and meeting on equal terms with their hunched and hunched. The point is further underlined by the arrival of a third

enthusiast with a half-timbered accent and porridge-eating daughter. In fact they are all leading trapped lives, but apart from a few regretful lines from old Martin, the teacher, they never speak of them. What they want is to get on inside the system, or comfortably retire from it. And if you read plays in terms of their characters' desires, then this is a melancholy piece as young Jack's promotion is blocked and the country-club Michael meets a nasty death on the rocks.

But in tone the play is anything but melancholy. Through exchanges of extremely sensitive naturalistic dialogue the characters come over with the kind of affectionate subtlety which escapes the manipulative writer. Chris Parr's production is graced by two beautiful performances by John Norington, as the gentle sedentary Martin, and Paul Copley, as the inflammable Jack, erupting into jokes and short-lived furies with the speed of a hot tinder. The spectacle of those two warring comrades to terms, and then shedding their differences in shared fascination when a cormorant dives for a fish, is an acting experience of a high order.

Jack's scenes with his wife (Caroline Hutchinson) also display extraordinary command of shifting moods and the capacity to place anger in the context of affection. You leave with the feeling that whatever the wounds on those people, they are not responsible for doing this damage. Whatever the statement it is a well written and humane piece of work.

Do As I Say

Alan Coren

Well, *Play for Today* is the series title and, since we made today what it is, we are not entitled to throw up if it gets the plays it deserves. On Tuesday Charles Wood offered us a sight of the times in an exercise of both precept and example: a meticulously constructed, delicately balanced, finely wrought piece of repellent satire, a triple bill with authentic a souvenir of 1977 as an Armalite rifle, and as nastily efficient.

Do As I Say was a truly black comedy, so detached in its elegance that it transcended cynicism; cynicism, after all, has at least the saving grace that it recognizes idealism for long enough to reject it. comedy opened with a suburban rape on a bored housewife who watched the best match on television as her rapist carried on his brief trade. It closed with an attempted assault on the same unfortunate character by the liberated girl who turned up to advise her of her rights over the earlier attack. Between those twin nadirs of the working day, numerous—I almost

were unpeeled in the neat suburban house, as a lusty female neighbour, her precocious schoolgirl daughter, the rapee's mother-in-law (a fine vignette of violence here by John Welsh), stopped by at various times to impinge themselves on the victim, deliver their clichés and their prejudices, and act as a buffer.

All we facile, glib; the most profound emotion was self-interest, and all the complex paraphernalia of life on which drama has traditionally relied—love, hate, sex, birth, death, fear, youth, age, friendship, need, tenderness, family—were reduced to background counters in a game which nobody even cared much about winning.

As a comedy of manners, it was a proper refraction of the truth, and only an ostrich would deny that the truth was there to start with: callousness, off-handedness, selfishness, emotional greed, are all components of the scene, and there are many people treading the streets this morning who number among the walking dead. There was much, then, to loathe. That did not of itself make the things inaccurate, merely the tendentious view of Charles Wood, the man whom I would rather be almost anyone I can think of.

Festival Ballet

After their season of *The Nutcracker* at the Festival Hall, London Festival Ballet will be taking this new production to the Opera House, Manchester. During the second week the company will appear in two of last year's successes, *The Golden Cockerel* and *The Song of the Sparrow*.

en Cockerel and *The Song of the Sparrow* will be given in a double bill with Harold Lander's *Etudes*, Ronald Hyn's *The Sparrow*, and a triple bill with Antony Tudor's *Echoing of Trumpets* and Massine's *Gaite Parisienne*.

Stacy Keach, anti-hero

Stacy Keach has been making his first contemporary English film, *Squeeze*, in the slums of West London with David Hemmings and Carol White.

With a budget of 1,400,000 dollars it is not an expensive production, but Keach's career, dogged by his reputation for sparking in class parts which another actor might envy, will benefit from a fresh injection of rough-and-ready vitality. Over the years he has been in the off-Broadway hit *MacBird*. Keach has had to face the fact that reviews about his sensitivity, his intelligence and his depth only keep him in front of a certain section of the public. This new film has popular appeal, it plays an alcoholic ex-cop who, under the influence of love, shows he is made of better stuff.

Down among the "For Sale" boards, the littered patches of sun-burnt grass where West Indian kids play, the Californian actor was trying to master the imprecise tones of London English. In *Lawther* and *Conduct Unbecoming* he could take certain liberties with the accent. Period pieces are more stylised. But this, he says, is developing into a social documentary of the present apocalyptic state of England, with its unemployment and its ghettos. The part doesn't come naturally to him, though he describes it as a fine, multifaceted one which placates yet horrifies the demons inside screaming to get out. Keach, the anti-hero, is taking lessons in popular English behaviour from his stand-in of several years, Jim Veeley, an East End lad. He sees a great difference in London attitudes from the positive days of his first visit here 14 years ago, when he lived in a house very much like the one on the set and travelled to the London Academy of Music and Dramatic Art every day on the Piccadilly Line.

Strangely enough LAMDA opened his mind to a way of acting which we tend to associate with American theatre workshops. In London, he expects that when you come to England you will get a highly technical kind of education—learn to enunciate and phrase. Not true at all. We spent most of our time on our backs trying to get in touch with our spiritual centres. It was very Eastern, very Yoga-orientated, and it worked. We would spend hours working with masks with scarcely any verbal communication.

In Yale it had been exactly the opposite and the quirk. I was grateful for the experience of meeting the faculty members, Nagler the theatre historian, John Gassner the playwright, but these were American theatre figures who were in their heyday in the late Thirties and Forties. They were keen on doing Shakespeare in the grand old manner, whereas I was trying to maintain his clarity and elegance, without making it artificial. Making it real, making it happen now.

In the past Keach's formal qualifications—a degree from Berkeley, his postgraduate work at Yale, and a lot of practical experience in classical productions—have put him as many theatre bosses as they attracted. One producer felt it necessary to tell him that when

don't wear tights in show-business any more. In fact, Keach's intelligence about acting shows itself in his appreciation that the whole point of the job is to reach for those instinctive areas which are lost to us when trained responses take over.

We create a lot of problems for ourselves by the way we think, he says. "A lot of the time thought is an involuntary process. It's something that happens you can't really control. You have to work at a certain discipline to get to a place where you can experience it with a lesser degree of anxiety. When I was playing Hamlet I would sit down every night and write in a journal for two hours to get rid of as many premeditations as possible."

It is all very happy and glamorous, an idle dream and heroism in the sun and on, as Bedford has the wine-dark sea of a classical Greece some way from the piece we well receive an adult audience on Tues but I presume it is intended for children, rather like comic-strip version I enjoyed when I was about eight.

La Fille mal gardée

Covent Garden

John Percival

Anyone who went to Mermaid on Tuesday to Wayne Sleep in the last part of *The Point* will have been disappointed because Sleep was otherwise engaged. Covent Garden, making London debut, is *Alain in Fille mal gardée*.

Actually, the performance gave there was disappointment because, as when he played other big comic role of Sir Simone in that ballet, he gave the impression of having first concept of the character. Blatantly shameless at it in trying to milk the role, paros, he played other 1 sages with a cocky brashness lapsing every now and ag into a look of blank stupidity. It added up to a series cabaret impersonations with Charlie Chaplin and Petruska the best of mediocre bunch.

The solos were showily do although he skimmed on so of the specificity of his role is more to the role than found in it or even show much evidence of seeking.

Rudolf Nureyev as Colas obviously only partly recovered from last week's injury. The acrobatic, the choreography, favour his better foot desert admiration, but with dances brilliantly conceived as A-ton's amendments are unlikely to be improvements. However his playing of the comedy was as sunny as one could wish a Lesley Collier responded with joyfully bright account of La. It was their first time together in those roles. In Lesley Collier's cheerfully bossy portrait of the heroine makes good match for Nureyev, suggesting that it might be interesting to see the pair in *Shrew* when that joins the repertoire. The orchestra with Anthony Twinn conducting, gave a bland, tired sound of a score that is nothing if not lively.

Newdirect for Court Theatre

Mr Stuart Burge has been appointed artistic director of the Royal Court Theatre from February 1. He has been released by the National Theatre and Mr Peter Hall's proposed engagement with them.

Mr Burge is said to feel the Royal Court is one of the most important theatres in the country, and believes it is essential that it should survive as a writers' theatre.

The council of the English Stage Company plans to re-visit its own composition and its own working structure, an subcommittee of the council has been set up under the chairmanship of Sir Hugh WU. This committee has the power to co-opt and to seek the view of all those, including writers who have at one time another been connected with the theatre and the opinion generally.

A joint directorship of theatre by Mr Robert Kidd and Nicholas Wright has been announced as a result of the resignation of the former. An announcement about Mr Wright's position will be made shortly.

The Odyssey

Albert Hall

Paul Griffiths

Steering a path between Scylla and Charybdis, the Charybdis of a garde exclusiveness, David Ford has for some years proving that there are barriers for the musicia sufficient naivety. His composition between the *Odyssey*, was released last autumn, and he live premiere on Tuesday.

On the record, so I was in Bedfordshire, was the music himself, but day's performance saw veritable quarry of distinguished rock assembled on the platform play synthesizers, electric guitars, and piano. These the basic forces for the melodies, trickling out textures and day-glo harm of which *The Odyssey* is composed, and they give music a warm, liquid u current when they are taking the lead.

The piece is constructed a suite, each important sequence evoking an episode in the wanderings. Alternating these musical pictures are to Ithaca, where Penelope is being woven, rising scale and tape and so often suddenly unpicks nice idea. Meanwhile, the *Odyssey* sodes exploit the talents of live musicians. "The Piano Games" for instruments an athletic if richly solo by the guitarist Michael Oldfield, and "Sirens" is a big number, the girls of Queens C singling the sort of music would expect. "Circe's Island" has a solo singer an orchestra of wine glasses, "King Aeolus" and "S and Charybdis" are from set pieces for the keyboard. The piece was well received an adult audience on Tues but I presume it is intended for children, rather like comic-strip version I enjoyed when I was about eight.

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Aram Khachaturian
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 Pandy, Irish Tony, Sir Garnet, Zeta's Son, 30-1.
 CORALIS, 10-1 Red Run, 20-1 Barons, Gay Vulcan, 20-1 Fort Devon, 23-1
 Andy Pandy, Irish Tony, Sir Garnet, Zeta's Son.
 MILLS, 1-1 Red Run, 10-1 Fort Dev, 20-1 Barons, Gay Vulcan, Zeta's Son,
 30-1 Andy Pandy, Prince Rock, Irish Tony, Rag Trade, Sir Garnet, Wild
 LABORER, 1-1 Red Run, 20-1 Fort Devon, Other way, Barons, Another
 Muddle, 2-1 Rag Trade, Gay Vulcan, Andy Pandy, Sir Garnet.

Fancied runner for Piggott	More meetings are lost
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Huntingdon programme

45 WYTON STEEPCHASE (Handicap: £707: 3m 100yds)			
1	Man Merv. F. Dwyer	9-12	Levy
2	Man Merv. F. Dwyer	9-12	Francome
3	Man Merv. F. Dwyer	9-12	Thorne
4	Man Merv. F. Dwyer	9-12	Smith
5	Man Merv. F. Dwyer	9-12	Chambers
6	Man Merv. F. Dwyer	9-12	Cartwright
7	Man Merv. F. Dwyer	9-12	James
8	Man Merv. F. Dwyer	9-12	Jones
9	Man Merv. F. Dwyer	9-12	Ugill
10	Man Merv. F. Dwyer	9-12	Ugill
11	Man Merv. F. Dwyer	9-12	Ugill
12	Man Merv. F. Dwyer	9-12	Ugill
13	Man Merv. F. Dwyer	9-12	Ugill
14	Man Merv. F. Dwyer	9-12	Ugill
15	Man Merv. F. Dwyer	9-12	Ugill
16	Man Merv. F. Dwyer	9-12	Ugill
17	Man Merv. F. Dwyer	9-12	Ugill
18	Man Merv. F. Dwyer	9-12	Ugill
19	Man Merv. F. Dwyer	9-12	Ugill
20	Man Merv. F. Dwyer	9-12	Ugill
21	Man Merv. F. Dwyer	9-12	Ugill
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38	Man Merv. F. Dwyer	9-12	Ugill
39	Man Merv. F. Dwyer	9-12	Ugill
40	Man Merv. F. Dwyer	9-12	Ugill
41	Man Merv. F. Dwyer	9-12	Ugill
42	Man Merv. F. Dwyer	9-12	Ugill
43	Man Merv. F. Dwyer	9-12	Ugill
44	Man Merv. F. Dwyer	9-12	Ugill
45	Man Merv. F. Dwyer	9-12	Ugill

[illegible]

Huntingdon selections

By Our Racing Staff

2.45 El Padre. 1.15 Moonstrike. 1.45 Sunny Somers. 2.15 Criticism.
4.45 Willy What. 3.15 COUNT KINURE is specially recommended.
4.45 Rankborough. 4.15 Oropendola.

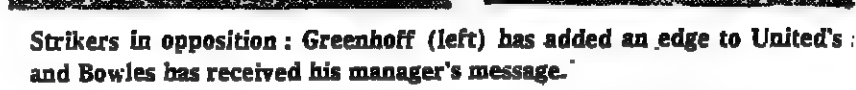
By Our Newmarket Correspondent

4.45 Saltrage Man. 2.15 Pavement Artist. 2.45 Near and Far. 4.15 Oropendola.

The shining performance of Bowles at Everton seemed to show that the message had reached even the most erratic, yet talented, member of the team. If that is so, Saturday's match should revive the prospect of a fine tilt against Kilmarnock.

Both teams have something to prove something worthwhile to say.

Norman



Golf
Women trying to better place in world

Africans may end New Zealand boycott

[illegible]

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		(Failing to Score)
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NEW BOOKS

For our salvation

On Being a Christian

By Hans Küng

Translated by Edward Quinn
(Collins, £7.95)

If ever there was a book that

matched the hour, it is this.

It has seemed to so many a

day only of demolition; and

there was no one capable of

undertaking the immense task

of rebuilding. He would need

such intellect, such breadth of

knowledge, such vision. He

would need to speak not only

to Christians and to the

Churches, but to devotees of

the world's other great reli-

gions—and perhaps even more

to those who have given up all

thought of "religion" having

anything to offer them. But

now Hans Küng has set before

the world his "reconstruction

of belief". And (let me mis-

quote my Fair Lady—since

Küng quotes Fair, and makes

his acknowledgments of copy-

right where one might have

expected to find an imprim-

tur): "I really think he's got

it!" And, I, for one, am lost

in wonder and admiration.

Most people know Hans

Küng as the enfant terrible of

the Roman Catholic Church.

Yet it will be astonishing if

this "small Summa" is

thought of primarily as the

work of an iconoclast. The

German edition, published in

1974, has become a best-seller,

not primarily, I believe, as a

controversial book, but because

Küng speaks to the urgent

problems of the present with a

profound and passionate con-

cern for truth, taking seriously

all that is truly and deeply

human and religious outside

the churches, while underlin-

ing that which is distinctively

and decisively Christian.

Eric James

Strains of sadness

A Princess Remembers

The Memoirs of the Maharani

of Jaipur

By Santha Rama Rau

and Gayatri Devi

(Weidenfeld & Nicolson, £5.95)

The trousseau, which included

work from Bohemia, leather

work from Tuscany and Paris-

ian silk neckties, was mislaid

before the ceremony, but turned

up all right at the Ritz; the

bridgework was preceded, as

the bridegroom, by a troupe of dan-

cing girls, 40 elephants and

several brass bands; the wed-

ding presents included a Bentley

for the bride and a holiday

house in the Himalayan foot-

hills; and so in the spring of

1940 Gayatri Devi, daughter

of the Maharajah of Cochin Behar,

granddaughter of the Maha-

rajah of Baroda, married the

world's richest and most famous

poor player and became the

third Maharani of Jaipur.

The family appears twice,

she tells us, in the Guinness

Book of Records: once because

the wedding, off-jet, step-

daughter Mickey, in 1949, was

the most expensive ever

mounted, and once because a

few years later her own mar-

riage cost £175,000. The latter

figure is the greatest ever

recorded in a free election.

The two distinctions provide a

very index to this book of her

memoirs, for it is most of

Queen Victoria's granddaughters

I am authorized by her

trappings—brass ceremonial

type-face, ridiculous Maharani

crests, misty debauched por-

traits in the old Taitler manner,

family snaps of Jackie Kennedy,

the Queen, the Mountbattens

et al. I am hardly encouraged

by its joint authorship, which

smacks unpromisingly of show

writers in the palace.

Jan Morris

Matters of public concern

The Holland House

Diaries 1831-1840

Edited by Abraham D. Kriegel

(Routledge, £12.50)

The title calls for a word

of warning. Those whose mental

picture of Holland House is

Macaulay's, or who hope to

read even more intimate

details of the life of this great

social and cultural Whig focal

point than have been given in

volumes, will be dis-

appointed. Here is little of that

favourite resort of wit and

beauty of scholars, philosophers,

and statesmen... (where) the last

debate was discussed in the

corner, and the last comedy of

Scribe in another; while, while

gazed with modest admiration

at Sir Joshua's portrait, while

Thomas Aquinas to verify a quotation,

while Talleyrand related his con-

versations with Bérar at the

Luxembourg, or his ride with

Lamartine over the field of Aus-

terlitz.

We get the barest glimpse

of Elizabeth Holland, whose

formidable forthrightness kept

everyone in order, while at the

same time she brought the best

out of all of them. Talleyrand

figures in the Diaries as diplo-

mat and statesman. Most of

the dinners are Cabinet ones.

The preponderance of entries

is the struggle for Reform, the

William IV's relations with his

Ministers, and the precarious

success of European peace.

Henry Richard Vassall Fox,

third Lord Holland, whose

Diaries these are, was above

everything else a statesman.

His Cabinet rank in the Grey

and Melbourne Ministries from

1830 to 1839 was always Chan-

cellor of the Duchy of Lancaster.

His wisdom, honesty,

modesty, complete lack of self-

seeking made his influence

great. He was in advance of

his time in most things. As a

diarist he was meticulous, even

noting when he was writing

while half-asleep. The Diaries

are history at first hand.

Cabinet had not then the for-

malized secrecy of today. Lord

Holland made notes after meet-

ings, detailing who had said

what. The record of Grey's

long-drawn-out vacillations

over the fate of the Reform

Bill, the endless calculation

about how many Peers the

King would have to create to

get the measure through, Wil-

lam IV's mixed hesitation and

staunchness is absorbing.

Lord Holland saw much of

King William. He records the

King's tears at having to con-

firm the execution of a young

man declared guilty of rap-

ing a girl under age. (The man

was relieved when it was dis-

covered that the child was cer-

tainly deceived and probably a

harlot.) Holland's son was at

the King's death. Holland him-

self closely observed the girl

Queen during her first days on

the throne. His character study

of Melbourne is good. Having

depicted Melbourne in "as an

absorbent, violent, and extran-

sant fury" at dinner, clench-

ing his fist, stamping his foot,

and gashing his teeth, he

adds typically "as there was

nothing to provoke the passion,

so there was nothing in the

passion to hurt anyone".

Professor Kriegel's scholar-

ship is extensive. He has

written an introductory essay,

itemized his editorial pro-

cedures, and contributed over

1,400 notes. Yet one's final re-

flection is sadly simple. Lords

versus Commons, fears of

domestic violence, crime and

punishment, Russian arma-

ments, revolution in France,

and elevates it from mere

Romanticism to something truly

resembling Morality.

Jan Morris



Detail from the engraving by Martin Droeshout for the title page of the First Folio, 1623.

Bringing the word

Shakespeare

The Man and His

Achievement

By Robert Speaight

(Dent, £6.50)

Robert Speaight was a born

Shakespearean actor turned

writer. All who saw his young

man's Falstaff for the OUDS

remember it. When fate, or

fashion, diverted him from the

English classical stage, he lived

with Shakespeare as a potentially

dramatic lecturer, a director

(often at American univer-

sities), and a drama critic who

should have done far more: no

one wrote as he did about the

plays in performance. His

witty scholarship was from a

brain: "apprehensive, quick,

forgetful, full of simile, fiery,

and delectable shapes".

He saw Shakespeare's biog-

raphy in the plays; the achie-

vement was the man. His book

with its even-tempered logic,

his never merely decorative use

of analogy and allusion, is the

actor-scholar's legacy to his

readers; by this he would have

meant everyone who cared,

first, for the work and the

"true performing of it". It is

a trifle wistfully, I think,

that he says of a player who

should always have been on

stage in the press of battle.

He says of the Stratford bust

that it has "nothing to suggest

the haste and ecstasy, the

purely practical genius, of the

actor-dramatist". That vision of

the professional was ever in

Speaight's mind. (as in Ivor

Brown's). He was a writer who

should always have been speak-

ing for him: another professional

who cared as much for the

precise curve and balance and

sway of a phrase-technique

came to him naturally as he

did for the spoken subtleties

of the actor. He belonged to a

world where the structure

mattered, and where in Shake-

spearean performance a voice

"propertied to all the tuned

spheres" could not be dis-

missed curiously as "mellifluous".

Speaight's voice must beat in

the minds of those who knew

him: it had for me the sun-

blest gravity of a classical

landscape, and it is in those

terms that I think of his book:

never a pedantic sentence,

never a slip into the kind of

aggressiveness that can be

capriciously applauded. He is

not governed here by any

astonishing conjecture; he had

searched for the casual word

about our dusky archivist.

Rather, he writes gratefully

about the plays as he

knew them through 60 years.

Learn, for example, wholly

Jacobean in thought: one of his

surviving ambitions was to

play in England. The poetry

of Antony and Cleopatra is

"sacramental in the sense that

material things are invested

with spiritual meaning without

losing anything of weight or

shape or colour". Jacques

wonders off at the end of As

You Like It: "like Macbeth, he

was returning to a monas-

tery; Imogen seems 'swifter,

more aerial, more delicate,"

than other heroines who chal-

lenged misfortune in man's

active; Hamlet, like his drama-

tist, is interested in every-

thing, and that is one reason

why we are interested in him.

The rest is a mystery that

reading a Henry V chorus

speech, Speaight wonders

mildly how an "invisible and

creeping wind" could have

created a "lofty surge".

He notes, the values that

Shakespeare, beyond any other

dramatist of the time, so or-

dinated: order in society,

honesty in dealing between

man and man, and faith be-

tween man and woman. "By

what he tells us about other

people, he tells us a good deal

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EVERY PACKET CARRIES A GOVERNMENT HEALTH WARNING

Ronald Butt

Are we really going to see the law being used to kill off free speech?

In my view, Mr Enoch Powell is possibly right in foreseeing "violence on a disastrous scale" if what (quoting Lord Radcliffe) he calls the "alien wedge" of large immigrant communities increases "at the predictable rate". However, it is also my opinion that he is possibly wrong.

What is clear to me is that he has a serious political case to make. If I am to venture a personal opinion expressed in terms of probability, mine is that the truth is likely to prove to lie somewhere between the opinion of Mr Powell and the opinion of those who contradict him outright: namely, that though there is some danger of future disharmony, this will fall short of the "catastrophe" feared by Mr Powell and that its gravity will depend on two conditions.

One is what precisely the rate of increase turns out to be. The other is what confidence the majority of the indigenous population has in the future that the largest movement of population into this country since the arrival of the Normans (an event I carefully describe in the least pejorative terms) has really stopped.

However, the purpose of this reference to Mr Powell's latest speech, for which he has been generally castigated, is not to enter into the details of the argument over immigration. It is neither to attack Mr Powell's case nor to defend it. My subject is not the substance of Mr Powell's argument but his right to advance it and the grave constitutional implications for all of us which underlie many of the reactions to it—not merely the reactions of those who would like him to be prosecuted but also the position of many of those who argue that he should not be prosecuted by the Attorney General or by anyone else.

Many of the reactions to Mr Powell's speech bear, in a

number of respects, a curiously symmetrical relationship to the discussion over the case of the Attorney General and the proposed civil action to restrain the postal workers from breaking the law.

This much must, however, be said about the substance of Mr Powell's case if we are to understand the danger in the ground that so many of his opponents are treading.

Their view is, essentially, that he has no right to advance an argument that reaches the conclusions to which his argument leads him, however it is made, and with whatever reasoning or qualifications. Nobody is prepared to allow as extenuation, for instance, his insistence that he has never viewed the question in racial terms.

The thesis and the law

Mr Powell has specifically rejected the idea that the mass of any population is violently disposed: this argument rests on the danger that differentiated communities within a wider community can be exploited by those who wish for violence.

Now anyone is certainly entitled on political grounds to reject the application of Mr Powell's general argument to the question of the immigrant communities in Britain. But the case against him is not made simply by political argument. The case against him is that to advance his thesis, by whatever reasoning, is to create the danger that it will fulfil itself, and therefore that the thesis should be disqualified by law.

To put it in Mr Powell's own mocking terms: it is a manifestation of "the primitive but widespread superstition that if danger is not mentioned, it will go away".

In the last analysis, the argument is that it is dangerous to

keep drawing attention to the existence of any equation between the rate of immigration and the prospects for civic harmony. That is certainly a point of view and it is one from which I can see that there are grounds for attacking Mr Powell politically. It is not, I must confess, a view that I share and those moderates who take it have to be asked why, if there is no such equation between the rate of immigration and domestic harmony, they concede any need for immigration controls at all.

Why do they not argue for a simple open-door policy, which is roughly what some people at the last Labour and Liberal conferences advocated, not to mention those who resisted the first immigration controls in the 1950s?

They do not want this because they know that uncontrolled immigration might create a threat of social disharmony. If that is so, it is a curious sort of attitude which allows the principle of immigration control without being able to name the ultimate reason for it.

The trouble with Mr Powell is that he gives the reason very explicitly and states his own logic. The trouble with those who have thrashed around the question of possibly prosecuting him is that ultimately they believe that there are certain political cases that a politician is not entitled to make.

Which brings us back to the most dangerous aspect of the arguments against Mr Powell in the last few days. While it has been more or less implied that he is morally guilty for making his case, and perhaps actually guilty of breaching the race relations law, either in its present form or after its amendment comes into force, it is also argued that he ought

not to be prosecuted—not because it would be wrong, but because it would be inexpedient to prosecute him.

Two things have to be said about this. First, it is intolerable that we should have laws that are not merely difficult but are also inexpedient to apply on some occasions—that is to say, laws that it is inexpedient to apply to a person in a strong position but perhaps possible to apply to people in weak positions.

If, because of the public support he might attract, it is inexpedient to test out whether this law can be applied to Mr Powell, it ought not to exist. That is a principle which ought to be applied to law-making everywhere, from wages control to race. A law that is hard to apply is bad enough; to say that it should not be invoked because it would be inconvenient in the case of this particular individual is an enormity.

A right not to prosecute

The case of Mr Silkin, Mr Goulet and the postal workers has similarities and yet is also fundamentally different. Mr Silkin's refusal to consent to a civil action to prevent a breach of the Post Office Act has been criticized because of the misgivings that he may have acted out of political expediency, using "political" in the most honourable sense as denoting the convenience of public policy.

If there is expediency in it, then indeed his decision is politically if not legally wrong. Either the law ought not to exist and nobody would really want to amend the Post Office Act to allow the interference with mail, would they? or it ought to be applied, because it is a clear law that can be applied. Mr Silkin's discretion

in this case which concerns preventing a law-breaking, if it stands in the way of such an action, is surely something quite different from his right not to prosecute on social or humanitarian grounds in individual cases, after an alleged crime has been committed.

But in the case of the race relations law, it is now clear that there will always be circumstances in which even those who want it most, will refuse to try to apply it, and that if they do, it will always be very difficult to apply it with anything like justice.

Those who believe most in this kind of legislation will be prepared to say that when such arguments are used by a politician with influence, he should be exempt from even being tested in law, which can be left for smaller fry. I cannot think of an approach more calculated to bring the law into disrepute.

But even this is not the worst of it. The underlying assumption is that there are political arguments that cannot be made at all if they lead to certain undesired conclusions—and that this holds even if it means that there are some policies that cannot, in consequence, even be advocated. If they dared try to apply this law to Mr Powell in this matter, and if they succeeded, that would finally risk the death of free speech.

Mrs Colquhoun, a Labour left-winger, is already being damned in her party for suggesting that Mr Powell is a racist and may be right after all. Mr Powell's General Secretary, thinks that it is "high time" that "Right Court judges" in their quest for freedom "might turn their attention a little more to the common sense of the statements by Mr Enoch Powell..."

When we begin to hear public people talk this kind of dangerously symptomatic nonsense, it is time to beware.



Mr Powell: An important case to make.

Action man Mr Roy Mason has made his mark in Ulster



Belfast

A sure sign that Mr Roy Mason has made his mark as Secretary of State for Northern Ireland came this month when he was compared publicly by a loyalist businessman to Chamberlain and privately by a staunch Republican to Hitler.

Like his three predecessors at Stormont Castle, he has effortlessly succeeded in upsetting politicians on either side of the bitter religious divide, although conversations with both Protestants and Catholics indicate that his blend of indefatigable self-confidence and Yorkshire bluntness have put more feathers than among local press corps than among ordinary men and women.

In the 18 weeks since his appointment the former Barnsley miner has, among other things, advisedly described the Provisional IRA as "reeling", gravely upset senior members of the BBC, designed his own tweed safari suit at a Belfast tailor's, and imposed a style of direct rule more distinctive and effective than any of the previous models.

He has predictably failed to bring the province any closer to a permanent solution, although personally convinced that his policy of avoiding that he dismises scarily as Northern Ireland's "political whirlpool" has succeeded in keeping the crisis in a lower key.

A man influenced by his teenage years below ground ("the only two jobs I've ever had are pit and Parliament"), he is fond of reminding visitors that he has made his priority Northern Ireland's serious economic condition. Civil servants, at first unimpressed with the increased tempo of life at Stormont, after the more relaxed Rees era, have since expressed admiration for the forceful way in which their new minister has pressed Ulster's case in the Cabinet.

A particular victory was the retention of the regional employment premium, lost by all other parts of the country during the last round of cuts. It earned him the nickname "Houdini" from one Belfast newspaper not noted for its admiration of the present government.

But with local politicians, last autumn's brief honeymoon is now long forgotten. "Yorkshire tactics may be known for obstinacy, but you never hear much about their foresight", one commented sarcastically, reflecting the general disillusion among all parties with the British policy of refusing to launch any more political initiatives in Ulster.

Based on a strong conviction that the only viable answer will have to emerge locally, it

is a standpoint from Mason has repeated to be budged, despite criticism alleging indifference to find out of the bloodshed.

The contempt of leading members of local parties is far from secret of his fervent present stance, binned with advancement in Scotland a will eventually displace existing leaders and replaced by able more willing to ree promise across sectors.

The main rift in Government and the fact that Mr Mason d d sists that he has g and that he is cary while his critics o of the border clat creasing frustration has not.

The differences b two viewpoints are exacerbated by usurage in vicious life and property by the IRA now u effective control by zation's central leads.

There are many and BBC executives Ireland would like his "damping down the... extent of coverage of the t paign. Although ad ing advantage of the TV for personal n occasional gimmick Ulster Secretary t by what he rega excessive time devoted to the vble extent of recently a side to make an ap the number of n devoted to a forthright national dailies).

He has publicly d he favours censoral provocative comment night BBC dinner s of distrust which w fly disappear.

Hardworking, cocky, bristling, a knowledge and a unwaveringly and that Mr Roy Mason, who has been in the job for less than a year, is a man who has made his mark in Ulster.

But he has yet to more than a handful cial reluctance towards a solution thing more than a of reflecting the lack-felt by the majority tish electorate to the tragedy of Nort land.

Christopher

The Campbell case should have taught governments not to interfere with the Law Officers

No one in any government or administrative machine either in this country or elsewhere has ever occupied a comparable position to that of the Law Officers of the Crown. There are, of course, the two sets of Law Officers—the Attorney General and Solicitor General in England and Wales and the Lord Advocate and Solicitor General in Scotland. But the Scottish Law Officers have never been the centre of any acute controversy. The same cannot be said of their English and Welsh counterparts.

But first of all the department itself. It operates in a wing of the Law Courts and not from Whitehall. The geographical division is of particular significance. The Law Officers are in no sense part of the administrative machine. They frequently have to advise the Whitehall departments, and their advice is not invariably welcome. But although they may be summoned to attend Cabinets or Cabinet committees or to speak from the front bench in the House of Commons, their place lies in a different world. They are surrounded by the ions of Court and of course they themselves began their working lives as practitioners at the Bar. Unlike other ministers they have, therefore, a divided loyalty. They are members of the Government. They are also the heads of their profession.

Their must be the smallest department in the world. In 1964, on the advent of the Labour Government, Sir Elwyn Jones became the Attorney General and I myself was appointed Solicitor General. At that time our total staff, comprising legal experts, secre-

taries, clerks and messengers was 11, temporarily increased to 12. The number is now somewhat higher. But it is evident that there was one place where Parkinson's Law had never begun to operate.

In my early days I received a visitor from the Attorney General's Department in Washington. He inquired as to the size of our staff and was somewhat shaken when he heard the figure. It appeared that their office staff in Washington was 1,500.

Until the 1890s both Law Officers were entitled, in addition to their official business, to carry on private practice. This was brought to an end against the protests of the lawyers concerned. Sir Edward Clarke, indeed, refused to accept office as Solicitor General if he was to be so restrained. But the change has not appreciably lightened the burden that the Law Officers have to carry. Of course it varies from time to time. There may always be an unforeseen emergency upon which the Cabinet or the Whitehall departments need urgent advice.

Moreover, if a Bill that contains legal technicalities has to be piloted through the House of Commons, the minister concerned almost always requires the assistance of a Law Officer, who must sit through the day, and not infrequently the night, at his side. At the same time the courts may be trying an issue in which some considerable public interest appears to be involved. So one Law Officer is chained to the front bench while the other is engaged in a complex legal proceeding.

Perhaps the busiest of all Attorneys was Sir Patrick Hast-

ings in 1924. The circumstances were exceptional, partly because the Solicitor General, Sir Henry Slesser, had no seat in the House and was some way from the circumstances of the time. Moreover, he himself, intensely disliked the House of Commons. Here is his description:

"It was a time of appalling difficulties; there was immense litigation in which the Crown was concerned arising from the aftermath of the war; the troubles between North and South Ireland occasioned the most devastating legal and political problems; every department always required legal assistance both in the House and Outside; our legal department was strictly limited and I was the only Law Officer who possessed a seat. My day began at seven o'clock in the morning and I rarely got to bed before five the next morning."

"The day was spent in one long rush between the Law Courts, Government departments and the House of Commons. The night, or rather the early morning, was needed in order to get ready for the next day. Nothing that began with I ever allowed to finish, and nothing was ever finished until something else was begun. Being an Attorney General, as it was in those days, is my idea of hell."

And Sir Stafford Cripps, 13 years later, spoke of the intolerable strain imposed on Law Officers in carrying out their duties at the House of Commons and the departments and appearing in the courts.

In the last few days a familiar problem has arisen, albeit in somewhat new form. There are certain classes of cases (for example, corrupt practices by public bodies, race relations, the Official Secrets

Act) in which the consent of a Law Officer is necessary before proceedings can begin, and a Law Officer may enter a *nolle prosequi* and thus bring any court proceedings to an end. (I deliberately do not refer to relator actions. These may be a matter for consideration by the House of Lords.) Moreover, it not infrequently happens that the Director of Public Prosecutions consults one or other of the Law Officers about some particular proceedings. In each case it is not merely the circumstances or the likelihood of a conviction, but whether the proceedings would be in the public interest. It has generally been considered that this is a matter for the Law Officers alone.

In 1903 the Prime Minister, Mr A. J. Balfour, stated in the House of Commons that the position of the Attorney General was absolutely independent of any of his colleagues, and went on to say: "It is not in the power of the Government to direct the Attorney General to direct a proceeding. No government would tolerate its being done. But the Attorney must apply the test of public interest. How far should he be influenced or guided by his political colleagues?"

In his book *Law Officers of the Crown* Professor J. L. J. Edwards records how in 1917 certain engineering shop stewards were charged with breaches of the Defence of the Realm Act. The institution of criminal proceedings was considered at a special conference convened at 10 Downing Street on May 17, 1917, presided over by the then Prime Minister, Mr Lloyd George. Also present were the

Attorney General, Mr F. E. Smith, the Director of Public Prosecutions, the Home Secretary and several other members of the Government. The meeting only approved the institution of criminal proceedings but named the persons who should be prosecuted, the offence with which they should be charged, the court of trial, the attitude to be taken by Crown Counsel in the event of the appellations for bail and the general mode in which the proceedings should be conducted.

Clearly these matters were not left to the sole discretion of the Attorney General. Then in 1924 there came the Campbell case which led to the downfall of the Labour Government. John Rose Campbell was the editor of the *Workers Weekly*, a Communist publication. In 1924 an article was published addressed to the "Fighting Forces" exhorting them not to turn their guns on their fellow workers.

With the Attorney General's consent the Director of Public Prosecutions instituted criminal proceedings under the Incitement to Mutiny Act, 1877. That was an issue which aroused deep feelings on the left wing of the Labour Party. It appeared to them that the force should not be called in to industrial disputes. The question was put by that most impressive figure, Mr James Maxton. A few days later Mr Travers Humphreys, appearing for the Crown, announced in the magistrate's court that the charge was to be abandoned.

That led to one of the most furious debates the House of Commons had ever seen. Was it the Attorney General in his own unfettered discretion, who

had decided to end the proceedings, or had he accepted dictation from the Cabinet. In particular from the Prime Minister, Ramsay MacDonald? MacDonald made the worst speech of his career. The Tories had moved a vote of censure. They had abandoned it in order to support a Liberal amendment calling for an inquiry by a select committee. Ramsay MacDonald rejected that. The resulting general election brought the Labour Government to an end and influenced by the Red Letter returned one of the largest Tory majorities.

On looking back it seems tolerably clear that the Attorney General had not exercised an unfettered discretion. In 1924 the Prime Minister, Stanley Baldwin, disclosed the existence of a Cabinet instruction, adopted on August 6, 1924, in which the Labour Government had given an express direction that no political prosecution should be directed by the Attorney General without the sanction of the Cabinet.

So it would appear that on this, as on earlier occasions, the Cabinet in effect dictated to the Law Officers of the Crown. But the lessons were learnt. Of course a Law Officer, consulting the public interest may consult one or more of his colleagues in the Government. But there has been no repetition of the Campbell case. Successive governments, whether Tory, Labour or National, have not attempted to interfere with the discretion of the Law Officers.

Dingle Foot

The author was Solicitor General from 1964 to 1967. © Times Newspapers Ltd, 1977

The Bullock Report

CONFERENCE AT THE CAFE ROYAL
Monday, 14 February, 1977, 09.15-17.45

The Bullock Report on Industrial Democracy will be the most significant since the Donovan Commission's. If the concept of worker participation is allowed to evolve it will lead to a more viable economic state, and greatly improve relationships between employers and employees.

The greater part of the afternoon has been allocated to members of the Bullock Committee so that they may comment and answer questions from the delegates.

Speakers:
Rt Hon Edmund Dell, MP, Secretary of State for Trade
Rt Hon James Prior, MP, Opposition spokesman on employment
David Sarsnet, General Secretary, General and Municipal Workers Union
Alex Jarrett, Chairman, Reed International Ltd.
Members of the Bullock Committee

PUBLICATIONS
A guide to the Bullock Report (available early February, £1.00)
Other publications on industrial democracy:
Practical policies for participation (£1.00)
Democracy in Industry (£1.50)
The great debate on industrial democracy (£2.50)
Discounts available on quantity purchase of books

For further details and bookings for conference contact:

Anita Penning, Tel. 01-839 4300, ext. 255

For publications contact:

The Industrial Society
P.O. Box 180, Robert Hyde House
48 Bryanston Square,
London W1H 1BQ
Tel. 01-282 2401

Disturbing news has reached me from Crouch End. This week Margaret Safranek read a recipe in *The Times* for sweet orange marmalade. Inspecting a box of Spanish naval oranges at her supplier later that day, she noticed that the crate in which they were contained bore a copious inscription in German. What, she asked the shopkeeper, does all that mean?

She was surprised when the greengrocer explained that it meant "Peel unfit for human consumption". Sweet orange marmalade includes the peel of Spanish naval oranges. Mrs Safranek thought, reasonably enough, that if she was about to suffer a painful and lingering demise, it would be nice to be forewarned in English.

But with German thoroughness the box did at least say what she was in danger from. "Konserviert Mit Orthophenyl Phenol", it said. Wishing to preserve the lives of readers, my reporter set off in quest of this substance.

The Fresh Fruit and Vegetable Information Bureau were mystified. The Citrus Marketing Board of Israel, who have nothing to do with Spanish oranges but who know a lot about fruit, were more helpful. "This stuff is a preservative," they said. "You would need to eat 100,000 oranges before it did you any harm." Mrs Safranek had rung them herself the previous day, when they said you would have to eat only 1,000 before it harmed you. What are we to believe?

The chemical, the Israeli people said, was used to pre-

The Times Diary

Orange horror in Crouch End

serve the fruit and to restore the waxy shine to the peel.

The Ministry of Agriculture got to the bottom of it. A helpful woman there explained that regulations on the use of chemicals in fruit were standard throughout the Common Market and that there was a limit on the amount of orthophenyl phenol that could be used per orange.

There is, though, a difference between British and German labelling regulations. Elsewhere in the EEC it has to be stated plainly on the box that the stuff has been used, but in Britain there is what the ministry woman called a "derogation" on this issue. That is, we are delaying bringing in similar labelling regulations, mainly because of pressure from the fruit trade, which fears that such frightening notices in English will put people off oranges altogether. Stricter labelling is expected to come in soon.

Senior Orths of the Spanish Fruit Syndicate told me that they sent similarly treated oranges all over Europe, but only the Germans insisted on such strict labelling. "This is a very traditional treatment," we have used it for years, and the amounts are well below EEC permitted levels."



Unhinged

Which of the 36 Commonwealth countries will not be issuing a commemorative stamp for the Queen's silver jubilee this year? The Crown Agents' stamp bureau has persuaded 24 member states and dependencies to take part in an omnibus issue with a common theme, and has word that several other nations, from Australia to Seychelles, will be producing their own designs.

But there is no word from India, Sri Lanka, Malaysia or Singapore, and the Crown Agents have doubts about Uganda. It is not just because those places have their own rulers: the Swaziland 20c commemorative shows the Queen sitting at a table, glancing at the bearded head of King Sobhuza II, and the Gambia 50 butas shows the head of President Jawara and no Queen at all.

Colin Freeman, marketing manager of the Crown Agents'

stamp bureau, at the launching of the omnibus issue on Tuesday night, said that it was an attempt to get away from previous Commonwealth commemorative issues, in which all the designs were of identical design. This time the low-value stamps show a local connexion with Royalty—Prince Philip with a beard in Ascension, or the Queen, Knighting Gary Sobers in Barbados.

The designers obviously had a spot of bother with St Helena, local connexions with the Royal Family being sparse; the best they could do was a picture of the Royal visit of 1947, before the present reign began. And on the New Hebrides Condominium 35 centimes the Queen is shown holding an umbrella, apparently to shield herself from the Republic Française monogram in the top corner.

Dogged

The mongrel called Grits, given to President Carter's daughter by her new school-teacher and pictured on our front page yesterday, brings the total of White House dogs to two. This is the norm, though the Carter pair, in keeping with the populist image of the new administration, are less grand than the magnificent golden retrievers the Fords took away with them.

The senior of the new canine residents is also a mongrel, five years old and named JB (jet black). Grits is the name of a coarse cereal eaten for breakfast in the South. The puppy's significance is that he was born on

Feb well, one multi not joining the brain drain...



November 3, the day Carter's victory was announced. But the incident seems to me a bit odd. Is it normal for teachers to give puppies to their new pupils in American schools? If so, this is yet another respect in which our education system is superior to theirs.

Gloomy

In the crypt of St Martin-in-the-Fields, yesterday there was a party to celebrate the publication of a new and larger edition of *For All Mankind*, a

commentary on the (ment written by d bishop of York, Stua The Archbishop said that now it would get ship outside Church e

"We are too inclin insular, and to th history began with d of the internal co engine or electric it said. "In fact all th and philosophical pro face now, of race, an and human relations dealt with in great tian history, and the tion we see about us."

The Reverend Ian son, director of th Reading Fellowship co-publishers of the bo further: "I sometin that we are re-entering Testament situation, crassing tribalism, rev the povlout, and the tion we see about us."

It was not a cheerful but the Archbishop to make people lang with a reason for rea exceedingly glum b Ecclesiastes: "A collee me he always read it was depressed because him think that at least not as depressed as thm

Grand Metropolitan Ht pet customers of petu sivity. Their free pu This Week in London classified film listings. It films are categori "general" and only "sexy"—Emmanuelle Sound Of Music.

"We intend to grow at 10% a year. If we do our homework, Midland Bank Group backs us to the hilt"

-Dr Clive Cohen, Chairman and Managing Director, Jaycee Furniture Limited



Dr Clive Cohen, Chairman of Jaycee Furniture Ltd.

Says Dr Clive Cohen, the company's young Chairman and Managing Director: "We intend to grow at the rate of 10% a year in real terms over the next five years."

"There is a great feeling for the English style and traditional English craftsmanship in our export markets. What we really want is to become the best-known producers of this kind of furniture in Europe, the name for traditional furniture."

Export-led expansion

Expansion for Jaycee has always been export-led. Their Tudor, Jacobean and Regency



The top professional people in Jaycee's top jobs. Left to right: B. K. Matthews, Manufacturing Director; C. Cohen, Managing Director; J. M. Furze, Sales Director, and J. R. A. Wallis, Finance Director.

style cabinets, tables and chests are in demand throughout Europe, America, and even as far as Japan. They won a Queen's Award for Exports in 1968 and again in 1973.

The secret behind Jaycee's growth has been their discovery of how to combine modern production methods with traditional craftsmanship without losing traditional quality. That gave them the edge in exports.

Dr Cohen, whose father started the company in 1947, explains:

"More than 60% of our production goes abroad. I think it's true to say we couldn't have grown so fast without exports."

"Promoting our goods"

"My father realised that once some of our larger European customers were sure we could supply their requirements reliably, they would put much more effort into promoting our goods."

"Midland Bank Group has helped Jaycee achieve this—assisting in improving their cash flow by setting up export financing facilities backed by ECGD."



Jaycee products are made in the traditional



The carver works on each panel individually, after high-speed machines turn them out roughly-shaped.

Reorganising in Europe

Jaycee recently had an opportunity to buy out the minority shareholders in their German marketing subsidiary. Midland Bank

International Division moved swiftly and the deal went through, enabling Jaycee to reorganise their German company, whose sales are now expected to increase by 40% next year.

Midland Montagu Leasing, another company in Midland Bank Group, has also played an important role in Jaycee's export drive. Says Dr Cohen: "We like to deliver our own products safely in our own fleet of vehicles, the trucks we use cost £14,000 a time. We lease most of them, so as not to tie up our capital."



Applying the gold leaf to a skived deck top.

Help from Forward Trust

Dr Cohen and his finance director work very closely with their local Midland manager, Eric Root, at Brighton's North Street branch, discussing all their plans in detail with him.

"He can help us directly through his branch, or introduce us to specialist companies in the Midland Group. For example, Forward Trust has helped us with instalment finance."

"You can practically see the bank's eyebrows shoot up when we tell them about our next new project. But once we've convinced them of our case, they back us to the hilt."



Applying the final polish to a Regency-styled Butler's Tray.

How Midland Bank Group can help

The companies that make up Midland Bank Group can help your company in many different ways. Their services include facilities for term loans, leasing, hire purchase, merchant banking, equity capital for growth companies, international insurance broking and advisory services, international and export finance, travel, factoring, investment management and trust services. Also for very large companies, Midland's Corporate Finance Division has a select team that can work directly with the company to make the best possible use of the wide range of Group services.

Talk to your local Midland manager—he can put you in touch with all the right people.



Midland Bank Group

Principal trading companies: Midland Bank Limited, Clydesdale Bank Limited, Clydesdale Bank Finance Corporation Limited, Clydesdale Bank Insurance Services Limited, Scottish Computer Services Limited, Northern Bank Limited, Northern Bank Development Corporation Limited, Northern Bank Executor and Trustee Company Limited, Northern Bank Finance Corporation Limited, Northern Bank Trust Corporation Limited, Midland Bank Trust Company Limited, Midland Bank Group Unit Trust Managers Limited, Midland Bank Finance Corporation Limited, Forward Trust Limited, Midland Montagu Leasing Limited, Griffin Factors Limited, Midland Bank Trust Corporation (Jersey) Limited, Midland Bank Trust Corporation (Guernsey) Limited, Midland Bank Insurance Services Limited, The Thomas Cook Group Limited, Thomas Cook Limited, Thomas Cook Overseas Limited, Thomas Cook Bankers Limited, Samuel Montagu & Co. Limited (Incorporating Drayton), Drayton Montagu Portfolio Management Limited, Guverzeller Zuercher Bank AG, Midland Montagu Industrial Finance Limited, Jersey International Bank of Commerce Limited, Bland Payne Holdings Limited, Bland Payne Reinsurance Brokers Limited, Bland Payne (UK) Limited, Southern Marine & Aviation Underwriters Inc, Bland Payne Australia Limited, London American Finance Corporation Limited, British Overseas Engineering & Credit Company Limited, Drake (UK) International Limited, Drake America Corporation, Export Credit Corporation.

هكذا من الأصل

BELL'S
SCOTCH WHISKY
More ye go

Stock Exchange Prices

General tone stays firm

ACCOUNT DAYS: Dealings Began, Jan 17. Dealings End, Jan 28. Contango Day, Jan 31. Settlement Day, Feb 8.
Forward bargains are permitted on two previous days.

Weatherall Green & Smith
Chartered Surveyors - Estate Agents
London Leeds Paris Nice Frankfurt

BRITISH FUNDS			COMMONWEALTH AND FOREIGN			LOCAL AUTHORITIES			FOREIGN STOCKS			DOLLAR STOCKS			BANKS AND DISCOUNTS			BREWERS AND DISTILLERIES		
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THE TIMES

BUSINESS NEWS

LAING
THE
COMPLETE
CONSTRUCTION
SERVICE

vo-tier pricing Opec cuts wait's crude tput by 33 pc

Vielvoce correspondent
one of the 11 mem-
the Organization of
Exporting Countries
oil prices by 10 per
cent, has suffered
decline in output
new prices were intro-
duced.
reports in London say that
Iranian oil production has now
dropped from six million
barrels a day to well below
five million barrels a day this
month. This implies that the
country has suffered a 33 per
cent decline in output.
Iran, too, is thought to have
suffered a decline in output,
but figures on the size of the
fall are not available.
The continuing slump in pro-
duction from these countries,
as all companies deplete the
stocks they built up in the last
quarter of 1976 and wait for
additional supplies of lower
priced Saudi oil to be made
available, is increasing pressure
for a special ministerial meet-
ing of Opec.
Shah Khalifa al Thani, the president
of Opec, has completed a tour
of member countries in the
Gulf, and it seems a majority
are in favour of special meet-
ing.
There is a feeling, however,
that considerable discussion at
expert level is needed to sort
out the basis for a compromise
before the ministers can meet
again. It has been suggested
that the meeting of Opec's
Economic Commission, fixed
for the middle of February,
might provide this groundwork.

land agrees switch Allegro to Belgium

Webb Cars yesterday an-
nounced a plan to switch
the Allegro production line
from the Continent to
Belgium.
The move is part of a
strategy to clear up the
company's financial position.
It will be the first time
that the Allegro has been
produced in Belgium.
The move is expected to
save the company some
£100,000 a year.
The Allegro is a small
car, and is popular in
Belgium.
The move is expected to
be completed by the end
of the year.

price of int unjustified

ization representing
wages in Britain.
The union says that
the increase is unjustified.
The union is asking for
a 10 per cent increase.
The union is asking for
a 10 per cent increase.
The union is asking for
a 10 per cent increase.

going up 3p

the Makers' Feder-
ated cost increases
Commission. As a
result, the price of
the product will be raised
by 3p.

North Korea seeks to reschedule its debts

By Christopher Wilkins
A North Korean delegation
has arrived in London for pre-
liminary talks with international
bankers which are expected to
lead to a general rescheduling
of its outstanding debts on the
lines recently negotiated by
Zaire.
The main purpose of the visit
is to conclude talks which began
before Christmas, primarily
with an Australian bank, about
the deferral of repayment
to holders of trade paper issued
in connection with commercial
transactions.
One extension has already
been agreed, and the Koreans
are seeking a second. Japanese
creditors have agreed to a two-
year postponement of debt pay-
ments totalling \$280m (about
£162m).

But soundings are also being
taken with a view to renegoti-
ating syndicated bank credits
which have hitherto been prop-
erly serviced. British, French,
German and Belgian banks are
involved, and the North
Koreans have already held pre-
liminary discussions with the
Germans.
Detailed procedures on how
the rescheduling should be
negotiated have still to be
worked out, but it seems likely
that all the creditor banks will
get together to find a solution.
This was the formula adopted by
creditor banks when discuss-
ing the problem of Zaire's de-
faulted debt last year. The
agreement reached then, which
was widely seen by the bankers
involved as establishing a pre-
cedent for the renegotiation of
debt by other troubled bor-
rowers, required Zaire first to
bring its outstanding defaulted
payments up to date. The banks
then agreed to raise a new loan.
In North Korea's case there is
not yet a serious problem with
the servicing of syndicated
loans, although it is estimated
to be in default on \$150m of
its total \$1,200m of borrowings
from western European institu-
tions.
But it is feared that Korea
may shortly be unable to con-
tinue meeting repayment
schedules on its syndicated
loans, and talks are therefore
likely to concentrate on whether
new loans can be raised to
enable existing ones to be re-
paid on time.

Ministry's sugar audit challenged

Continued from page one
Now it is disclosed to MPs
in the Committee on Foreign
Affairs that the Ministry of
Agriculture, Fisheries and
Food was at the same time
talking to the two refineries
about excess production, profit-
making and asking for repay-
ments of public money.
Sir Douglas was on January 7
this year unable to indicate the
full extent of the Treasury's
losses and the exact demands
for repayment which must now
be met by the newly merged
sugar group.
However, his telling tone,
factual summary of what he has
uncovered must now lead to a
Public Accounts Committee in-
vestigation into the affair.
The European Commission,
which allowed virtually all raw
sugar imported into the Com-
munity to come to Britain in
1975, can hardly ignore the con-
sequential Treasury payments of
more than £120m under
guaranteed prices that went to
United Kingdom sugar refiners.
At that time low-priced con-
tinental sugar was being sold
in Britain at a loss. There has
been a marked change in the
attitude and disposition of
pickets since they obeyed Tues-
day's High Court order grant-
ing the company repossession
of the plant. They have moved
outside the factory gates and
removed the chains and barri-
cades, and there are now only
six pickets to each gate.

Identity cards at picketed Massey plant

Massey-Ferguson moved
yesterday to prevent
further disruptive action by
striking tractor plant. More
than 2,000 employees, mostly
staff, were photographed and
issued with identity cards. A
spokesman said admission was
restricted to employees who
had a valid reason to enter
the premises.
Tractor production has been
halted since December 22 and
so far output worth more than
£20m has been lost. There has
been a marked change in the
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by 3p.

Dunford board accepts Lonrho bid

By John Brennan
Lonrho, the international
trading group, has made an
agreed £15.2m cash counter-
offer to the Sheffield steel-
maker Dunford & Elliott.
The bid comes five days be-
fore the close of Johnson &
Firth Brown's £1m cash offer.
The offer for Dunford, an
offer which the Dunford board
has fought through the courts,
the Takeover Panel and in a
series of strongly worded re-
jection documents since J &
F's first approach last Novem-
ber.
Lonrho is offering 75p cash
for every Dunford ordinary
share, 213p cash for the re-
cently issued convertible pre-
ferred stock and 80p cash for
the group's earlier convertible
loan stock.
Dunford's shares were sus-
pended at 70p mid-day yester-
day after a 10p rise in two days
on rumours of another bid.
At J & F, which is offering a
straight share exchange of one
for one for Dunford's ordinary
shares, closed 5p higher at 61p.
Lonrho's shares fell 5p to 71p
on news of its bid.
Dunford's directors, led by
Mr Frank Walsh, the chairman,
unanimously recommended share-
holders to accept the Lonrho
offer. They have accepted it
in respect of their own share-
holdings amounting to 1.3 per
cent of the equity.
Morgan Grenfell, Dunford's
advisers throughout its battle
with J & F, confirmed last
night that Lonrho approached
Dunford early last week, and
that "while Dunford obviously
wanted to remain independent,
and while we didn't think that
we would lose the J & F bid,
there was some uncertainty".
Although Morgan was confi-
dent that it could "see off"
the J & F offer, it felt that
the Lonrho bid was a "very
serious" one and it would
have been difficult to justify
turning down one at this level.
Johnson & Firth Brown is
not making a formal comment
on its position. But the group's
chief executive, Mr Philip
Ling, makes the point that "we
went in to rescue Dunford and
are happy that our intervention
has enabled the mto find a
solution".
J & F's bid, Mr Ling says,
was to prop up "a lame duck
in the private steel sector".
Lonrho's offer has yet to be
considered by Dunford's prin-
ciple institutional shareholders.
But a Prudential spokesman
commented last night that "as
it appears to be an agreed bid,
I suppose that the nature of the
options has changed. In prac-
tice we are no longer faced
with the option of an indepen-
dent Dunford, but a balance
between the offers of Lonrho
and J & F".
The Prudential holds 7 per
cent of Dunford's ordinary
shares and, along with the IPC
and the ICI pension funds, took
up the same proportion of con-
vertible preference stock earlier
this month.
The stock, issued at £1 is
valued by Lonrho's bid at 213p.
And, as a higher offer from
J & F is highly improbable at
this stage, the institutions' vote
seems certain to go to Lonrho.
J & F, which bought 1.4

Further cut in MLR expected

By John Whitmore
Hopes remained high yester-
day of a further sharp cut in
the rate of England's minimum
lending rate, even though the
Bank itself was signalling
through its market
operations that it wished the
pace of reduction in interest
rates to remain moderate.
The main problem for the
market now is interpreting
precisely what the Bank means
by a controlled fall in interest
rates, after last Friday's big-
ger than expected cut in MLR
of three-quarters of a point to
13 1/4 per cent.
A key indicator, three-month
Treasury bills, were trading
below 12 per cent yesterday.
At the time the Bank's tradi-
tional MLR formula would
point to a possible cut of a
further three-quarters of a
point in the rate tomorrow.
However, the Bank also was
having to provide heavy assis-
tance to the discount market.
Expectations of still lower in-
terest rates continued to spur
the gilt-edged market. Both
shorts and longs moved ahead,
and good demand for the long
"trap" at the new selling price
of 297 per cent led to rumours
of a quicker exhaustion of stock
than expected.

Britain sets stage for bond issue to fund £3,800m sterling balances

By David Blake
Economics Correspondent
The British Government
hopes to have a firm outline of
the form it expects its new
foreign currency bond aimed
at starting balance holders to
take, in time for the next
meeting of central bank gov-
ernors in Basle on February 7.
After that meeting the
Government is likely to
produce a final proposal on
the form of the bond within a
very few weeks. This will then
be presented to the sterling
balance holders in the course
of the intense diplomatic ac-
tivity designed to explain the
scheme to them and to enlist
their support.
Rapid progress on agreeing
the form of the bonds is an
important element in persuad-
ing the countries which have
agreed to provide money for
the special £3,800m standby,
negotiated under the arrange-
ment, that the United Kingdom
is really serious about its in-
tentions. In running down the
official sterling balances, which
in December totalled some
£3,800m.
Thus, although the new
bonds, which will be issued by

Britain sets stage for bond issue to fund £3,800m sterling balances

the British Government, do not
come within the formal terms
of the details needed to be
worked out in Basle, there is
strong pressure on the United
Kingdom to show by the next
meeting that it has completed
the necessary preparation for
issuing the bonds as soon as
possible.
They will mostly be deno-
minated in dollars, though some
are expected to be issued in
yen or in Deutsche marks.
They will be issued at a mar-
ket-related interest level,
though whether at a fixed or
floating rate is not known.
Although there will be no bar
on buying and selling them,
the Government is unlikely to
go out of its way to arrange
market for them.
Emphasis on the fact that
the United Kingdom wants to
begin a phased and orderly
run-down of the official hold-
ings of sterling is also expected
to help the Government in its
efforts to get across the mes-
sage that it does not want new
official holdings to flow into
London now that Britain seems
to be a relatively attractive
place to put money.
At present the accent is on
reducing some sort of volun-
tary arrangement both with

Further cut in MLR expected

By John Whitmore
Hopes remained high yester-
day of a further sharp cut in
the rate of England's minimum
lending rate, even though the
Bank itself was signalling
through its market
operations that it wished the
pace of reduction in interest
rates to remain moderate.
The main problem for the
market now is interpreting
precisely what the Bank means
by a controlled fall in interest
rates, after last Friday's big-
ger than expected cut in MLR
of three-quarters of a point to
13 1/4 per cent.
A key indicator, three-month
Treasury bills, were trading
below 12 per cent yesterday.
At the time the Bank's tradi-
tional MLR formula would
point to a possible cut of a
further three-quarters of a
point in the rate tomorrow.
However, the Bank also was
having to provide heavy assis-
tance to the discount market.
Expectations of still lower in-
terest rates continued to spur
the gilt-edged market. Both
shorts and longs moved ahead,
and good demand for the long
"trap" at the new selling price
of 297 per cent led to rumours
of a quicker exhaustion of stock
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IBM Claims advance in office text computer

By Kenneth Owen
Technology Correspondent
A significant advance in office
technology was announced yester-
day by International Business
Machines, the world's largest
computer company. Two main
developments in word process-
ing extend the company's range
of products into a wide new
area of computer-based text-
handling systems.
In one of these developments
a word-processing unit can be
added to an IBM System 32
small computer. This enables
existing users of these machines
to add word processing to their
present data-processing systems
—a useful feature when infor-
mation held on computer data
files needs to be incorporated
into letters or reports.
The System 32 word processor
can also be used in its own
right as a computerized typing
pool, particularly in cases where
there is a heavy load—for long
reports, for example, or for
many copies of identical letters.
Even more significant is
IBM's second announcement—
the debut of a new family of
"information processors" to
handle the processing, produc-
ing, storing and distribution of
most kinds of typed or printed
material.
Two of the three models in
this family, which collectively
is known as the Office System
6, use IBM's unique ink-jet
printer, which offers faster
speeds than automatic typewriters, combined with high
quality and a variety of "type"
styles.
Elements of the System 6 are
grouped in different combina-
tions. They include a keyboard,
a small video display, the ink-
jet printer, and information
storage on magnetic disks or
(flexible magnetic disc) and
magnetic cards.
One of the three models has
all of these; one omits the
printer and the third omits the
card unit. There is a great flexi-
bility in use, since magnetic
cards and disks can be used
as input devices for the new
information processors.
Equally they can be used to
provide the typed output where
the ink-jet printer is not in-
cluded in the central system.
Different elements of the
information processors can be
linked via telephone lines en-
abling, for instance, a head office
to send information for letters
or reports, or the completed
texts, for local print-out and
distribution from a branch
office.
The new products represent
probably the most dramatic
example yet of the coming to-
gether of computer technology
with office text-handling pro-
cedures. Over the past two years
many smaller companies have
introduced small, video-based
word-processing systems; now
that the giant IBM has finally
got its data into this area the market
is likely to grow very rapidly
indeed.
Mr Fred Clarke, general man-
ager of IBM's general business
group in the United Kingdom,
said yesterday that the scope of
the new products was enormous.
"We're trying to look beyond
how quickly a machine produces
a letter, and look at the com-
plete cycle instead—from crea-
tion by the author to its receipt
by the addressee, including all
ancillary operations such as filing,
information retrieval and
"sort" jobs.
"Because of this, these new
systems not only complement
the strengths of our established
medium, the IBM magnetic
card, but they also handle office
work in areas we haven't really
covered before; principally the
word-processing side of text and
data from an organization's
computer.
The System 6 machines range
from about £11,600 to about
£22,500, or monthly rentals of
about £300 to about £640.

Bonn keeps sights on 5pc growth

From Peter Norman
Bonn, Jan 26
Despite growing pressure
from home and abroad for
more action to boost the
economy, the West German
government today made clear
that it would not be deflected
from its long-term strategy of
restoring full employment
through steady rather than
spectacular economic growth.
The Cabinet today approved
the government's report on the
economy for 1977, which sets a
real growth target of 5 per
cent to follow last year's real
increase in gross national pro-
duct of 5.6 per cent.
The report envisages only a
modest fall in unemployment
to under 4 per cent of the
labour force from last year's
average of 4.6 per cent—more
than one million people.
The government expects fur-
ther progress in curbing infla-
tion, with the cost-of-living
index likely to rise by less
than 4 per cent this year after
last year's average rise of 4.5
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Dr Hans Friedrichs, econom-
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price of int unjustified

ization representing
wages in Britain.
The union says that
the increase is unjustified.
The union is asking for
a 10 per cent increase.
The union is asking for
a 10 per cent increase.
The union is asking for
a 10 per cent increase.

going up 3p

the Makers' Feder-
ated cost increases
Commission. As a
result, the price of
the product will be raised
by 3p.

Markets moved

8p to 402p	NSS News	10p to 65p	Bank	Bank
24p to 830p	Pyramid Grp	2p to 27p	buys	sells
10p to 155p	Queens Moat	1p to 8p	Australia \$	1.64
4p to 42p	Bacal Elect	7p to 272p	Austria Sch	31.00
7p to 207p	Rakusen Grp	2p to 11p	Belgium Ft	66.25
3p to 40p	SGR	6p to 80p	Canada \$	1.73
9p to 178p	Sison Eng	7p to 154p	Denmark Kr	10.57
5p to 61p	Shell	7p to 482p	Finland Mkk	6.80
7p to 229p	Smiley, E.	9p to 133p	France Fr	8.48
25p to 17p	Thorn Electric	8p to 240p	Germany Dm	4.35
7p to 95p	Young, H.	2p to 13p	Greece Dr	74.00
			Hongkong \$	8.40
			Italy Lt	1605.00
			Japan Yn	250.00
			Netherlands Gld	4.54
			Norway Kr	9.49
			Portugal Esc	59.50
			S Africa Rd	2.13
			Spain Ptas	123.08
			Sweden Kr	7.55
			Switzerland Fr	4.51
			US \$	1.76
			Yugoslavia Dnr	35.25

firm, utilities rose on MLR.
points to 51.7185.
devaluation 1% rate
cent.
an ounce to close

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THE POUND

Australia \$	1.64	1.59
Austria Sch	31.00	26.90
Belgium Ft	66.25	63.25
Canada \$	1.73	1.73
Denmark Kr	10.57	10.17
Finland Mkk	6.80	6.55
France Fr	8.48	8.48
Germany Dm	4.35	4.13
Greece Dr	74.00	70.00
Hongkong \$	8.40	7.95
Italy Lt	1605.00	1535.00
Japan Yn	250.00	495.00
Netherlands Gld	4.54	4.32
Norway Kr	9.49	9.13
Portugal Esc	59.50	56.00
S Africa Rd	2.13	1.88
Spain Ptas	123.08	112.90
Sweden Kr	7.55	7.29
Switzerland Fr	4.51	4.29
US \$	1.76	1.71
Yugoslavia Dnr	35.25	33.00

Reports, pages 27 & 28

Brokers forecast steep rise in shop food prices

By Hugh Clayton
Inflation of 23 per cent in
shop prices of food was pre-
dicted for Britain yesterday by
W. Greenwell & Co, the City
stockbrokers. They forecast a
year-on-year peak of 27 per cent
in the third quarter of 1977.
They blamed the effects of
EEC entry, the fall in sterling
and the grain price explosion
of 1972-73 for the outpouring
of the general level of inflation
in Britain by food prices.
Greenwell said its forecast
was consistent with the state-
ment about an 18 to 20 per
cent increase in British farm
support prices attributed to Mr
Silkin, Minister of Agriculture,
Fisheries and Food by Brussels
sources.
There were two main un-
knowns, the stockbrokers said.
First, "ideal growing conditions
in spring and summer might
lead to lower potato, vegetable
and soft fruit prices in the
second half of the year. These
items account for as much as
10 per cent of household expendi-
ture".
Secondly, it was dangerous
to predict the fate of the
"green pound" rate because
of the continuing battle about
it between London and Brus-
sels. Greenwell said that a
change from the present rate
of 1.76 units of account to the
pound to a "true" rate of 1.27
units, based on the fall of
sterling since the last "green"
adjustment, would entail stiff
increases in British prices.
They took the main product
categories and ignored ancillary
effects on pigs and poultry and
margins in distribution. With
full devaluation, they said,
"United Kingdom consumers
would need to find £2,000m
more than at present, equiv-
alent to an increase of over 12
cent, in order to maintain con-
sumption at its present level".
PRICE INCREASE AFTER FULL
GREEN POUND DEVALUA-
TION
(Percentages)
Milling-wheat (support) 61.4
(market) 40.0
Milk (bulk from farm) 38.5
Butter (support) 75.4
(market) 42.3
White sugar 32.3
Eggs (wholesale) 31.2

THE WOLVERHAMPTON & DUDLEY BREWERIES, LTD

Car delivery strikers start lay-offs at Leyland

By R. W. Shakespeare

British Leyland has started to lay off workers at its Midland car plants because of the continuing strike and picketing by delivery drivers which has stopped all movement of completed vehicles from nine different assembly areas. It says many thousands of car workers will be idle by the end of this week if the hold-up continues.

The 270 striking drivers, who are employed by James Car Deliveries, are protesting about plans to allow other car delivery companies access to the Rover plant at Solihull where James has a virtual monopoly.

Pickets have effectively blocked all movement of finished vehicles out of Solihull, Longbridge, and the Triumph plant at Coventry. Models affected include Rovers, Land Rovers, Range Rovers, Minis, Triumph 2000s and Dolomites.

The first robe laid off yesterday were 240 workers on Dolomite assembly at Canley, Coventry. A Leyland official said: "Inevitably there will now have to be a progressive shutdown of assembly operations at all of the affected plants unless we can start to move vehicles again."

Car production at the Ford complex at Halewood, on Merseyside, was at a standstill again with 5,000 body shop workers on strike and another 4,500 assembly men laid off.

Last night, district union officials were meeting Halewood shop stewards for more talks on the stewards' complaints that the company has failed to honour agreements made with shop floor representatives, especially over disciplinary action.

Ford has been losing output of about 900 Escort cars a day with a showroom value of about £1.8m.

Cowley rejects deal: Members of the Transport and General Workers' Union at the Cowley car body plant voted yesterday to reject Leyland's fringe benefit proposals. With more than 8,000 members they are the biggest union branch at any Leyland plant.

Manual workers at the neighbouring car assembly plant vote today on recommendations to reject the proposals.

State aero leader's warning on jobs

By Arthur Reed

In his first major policy statement on the shape of the nationalized British aircraft manufacturing industry, Lord Beswick, the chairman-elect, said last night that there was no guarantee that every job could be secured with current orders. The scope of opportunities in British Aerospace, as the industry will be known once the nationalization Bill is eventually passed through Parliament, was "wide and hopeful". However, it would be foolish to ignore the immediate problems of over-capacity.

Lord Beswick, who was addressing the Royal Aeronautical Society in London, indicated that the companies to be taken over—the British Aircraft Corporation, Hawker Siddeley Dynamics and Scottish Aviation—will be integrated into two groups, an aircraft group and a guided weapons and space group.

"With our need to export, it is inconceivable that the United Kingdom can afford to give less

than high priority to this aerospace business", he said. The market was enormous. Estimates indicated a Western world demand, civil and military, but omitting the United States domestic military market, of £11,000m a year by the middle 1980s. Civil aircraft sales over the next decade were assessed at some £26,000m, and of that some 27 per cent were European domestic.

Over the next 25 years European airlines would need around 2,000 new aircraft, while on the military side, about 5,000 combat aircraft would be sold between 1980 and 1990, and of these 3,000 would go to Nato countries.

Lord Beswick commented: "The transfer from private to public ownership does not mean a change from a scene in which independent private entrepreneurs, untrammelled by government considerations, made big deals overnight at the end of a telephone, to an environment in which the dead hand of bureaucracy interferes with every decision."

The new relationship would mean that the industry, the

major potential customers, the major aero-engine manufacturer, the sponsoring department, and the research establishments, were all in the public sector. All the present indications were that they could be seen to have a meaningful sense of common purpose and commitment.

There were, however, hazards. For instance, the Treasury would consider financial demands in the context of whatever financial strategy was currently fashionable; and while the probity of the Treasury was impeccable, its practice was not always perfect.

British Aerospace would maintain a complete capability in research, design and manufacturing. Collaboration there would certainly be, but collaboration which would enhance, not stunt that complete capability.

There would be a maximum effort to widen the market for aircraft flying, like the Harrier, Jaguar, Tornado and Hawk, and they would expect to play a major part in the design and development of a new military project.



Lord Beswick: problems of over capacity

Rome defers approval of £240m Libya deal

From John Earle

Rome, Jan 26 Italy's government today delayed approval of the Fiat deal with the Libyan Arab Foreign Bank whereby the Turin motor car manufacturer will receive an injection of about 360,000 lire (£240m).

A meeting of the government's ministerial credit and savings committee, which had to approve a capital increase giving the Libyans a 9.6 per cent share in Fiat, was postponed to a date to be decided—possibly Monday.

The meeting was postponed because it also had on its agenda a series of bank nominations, including those of a chairman for Banca di Sicilia, whose office expired seven years ago.

The ruling Christian Democrats want to continue the practice of political appointments to top banking posts. This the Communists and Socialists oppose, saying that nominations should be by merit, and that the Christian Democrats hold

on the banking system was responsible for many of its anomalies.

According to Signor Giovanni Agnelli, the Libyans have given the Italians till mid-February to complete the necessary formalities, failing which the deal may lapse. One of the ministerial credit committee's approval has been received—it has by law to authorize capital increases in companies—Fiat will call a board meeting to determine the timing and modalities for the Libyan subscription of new capital. Two Libyans will also join the Fiat board.

There should be no trouble about meeting the Libyan deadline except that Signor Carlo Donat Cattin, the industry minister in a letter to the Prime Minister has expressed concern about the national security implications of the deal.

Besides its motor car manufacture, Fiat carries out important work on defence contracts. A company spokesman said however that this should not really be an obstacle, as board members do not have access to military secrets.

Italian unions in pact to trim labour costs

From Our Own Correspondent

Rome, Jan 26 Italian trade unions and Confindustria, the confederation of private industry, today announced a series of minor agreements trimming the cost of labour, without weakening the threshold system of automatic wage rises indexed to the cost of living.

Since the negotiations opened in November the three union confederations, CGIL, CISL and UIL, have steadily rejected any whitening down of the threshold system.

Rumours last night that Signor Giulio Andreotti, the Prime Minister, intended lowering the present 6m lire to 4m lire (£2,500) the income level at which threshold benefits would start to be frozen almost caused an eleven-hour breakdown in the talks.

Signor Andreotti overcame union suspicions at a meeting last night when he cleared the way for signature of the agreement this evening.

Under the agreement the unions have conceded that future threshold increases will

be excluded from calculation of severance payments—already much more generous under Italian law than in most other countries.

They have further agreed that industry will work on seven public holidays this year, with corresponding increases in pay.

Other features promise greater flexibility in allowing overtime and shift work; encouraging labour mobility; reducing absenteeism and staggering annual holidays.

Different estimates have been produced on the effect of these measures on labour costs, which are rising more rapidly here than elsewhere in Europe. Widespread doubts persist among the Government and industrialists, however, whether the measures will make sufficient impact on inflation, running at more than 20 per cent annually.

It is expected the Government will back them up with further austerity measures, which are down for discussion at the weekly Cabinet meeting on Friday.

LETTERS TO THE EDITOR

The case for British Steel to exploit indigenous iron ore deposits

From Mr D. L. Levi

Sir, Your correspondent Mr David Green (December 23) remarks that "oil is the last major source of capital we have to create a strong industrial potential". Although widely held, this view appears to be mistaken. Our unexploited iron ore resources probably have a value exceeding that of North Sea oil, even accepting Dr Mahon's high estimate of £200,000m for the latter.

Two years ago I drew attention in your columns to techniques for using low grade domestic iron ores in steelmaking. These permit steel to be made cheaply from a wider range of ores than can be used in existing practice.

The relatively small United Kingdom ore deposits currently worked, if (as is possible) used to replace imported ore, can be shown to be worth

at present prices about £15,000m. But there are also far larger reserves of other iron ores, unsuited to conventional steelmaking (and so previously ignored) which can now be used as economic sources of steel. No complete analysis of the relevant geochemical data has been made, but there is little doubt that, taking this second type of ore into account, the total value of our largely unused iron ores exceeds the £200,000m suggested as the value of our oil.

In my earlier letter I pointed out the risk inherent in the British Steel Corporation's plan to base its costly investment programme on the exclusive use of imported ore, in that rising ore prices could eventually become a burden on the whole economy. This programme seems since to have been largely suspended, so that the future form of the in-

dustrial can now be considered more realistically. A aim in this should be of our own, in place of iron ores.

Vast expenditure need be involved, since plants are likely to be built for the purpose may be ideally sited—present evidence is seen Ebbw Vale (the first closure under BSC's "strategy") may be an best.

Mr Green mentions £15,000m has so far needed to exploit Norol. A fraction of this suffice to exploit our more valuable iron ore. Yours faithfully, D. L. LEVI, Director, Clarion Research Assoc 29 Polstead Road, Oxford, January 19.

A rescue scheme for the asbestos cement pipes industry

From Mr R. K. Day

Sir, Mr Harris (January 19) states plainly the plight in which the Concrete Pipe Manufacturers find themselves after the Government's moratorium on expenditure by the regional water authorities.

The asbestos cement pipes industry finds itself in a similar position, but the effect of the moratorium may be greater than appears at first sight.

Much of the output of our pipe factories is consumed to export markets. Our ability to export depends to a very great degree on our having a viable home market—principally that

of the regional water authorities. The Government rightly seeks to cut expenditure. But if these cuts lead to factories being closed, both jobs and exports will be lost.

The situation could be eased if the Government were to modify its present drastic moratorium by allowing regional water authorities:

(i), to place advance orders, enabling manufacturers to continue production and the water schemes themselves to recommence on the day the moratorium ceases;

(ii), to purchase pipes

required for current and planned housing developments (iii), to purchase pipe material with the measures being undertaken during last summer's drought.

(iv), to purchase pipe schemes where there is clear public health risk from failing sewers.

Yours faithfully, R. K. DAY, Chairman, Asbestos Cement Manufacturers Association, 602 Castle Lane West, Bournemouth, BH8 9UF, January 21.

Workers' role in German industry

From Mr W. Harris-Burland

Sir, In his letter on the German economy (January 6) Lord Kaldor states that workers' participation in German industry was originally imposed by the occupying powers (on the suggestion of the British Labour Government) as a compromise solution between handing back the enterprises to Messrs Krupp, Thyssen & Co. (which the Americans wanted) and turning them into state enterprises (which the British preferred).

As the British official in Düsseldorf who was responsible for first introducing worker participation (or co-determination as it was then called) into German industry, I recollect that the course of events differed from that outlined by Lord Kaldor. In 1946 I was appointed controller of the steel concerns in the British zone of control, with instructions to reorganise and deconcentrate them in fulfilment of a requirement in the Potsdam agreement. To this was later added a quasi-secret instruction to prepare the steel industry for nationalisation.

No mention was made of workers' participation. So far as I am aware the initiative in this came entirely from the German trades union movement in the person of Hans Boeckler, the president of their federation.

My German adviser, Heinrich Dinkelbach and I had decided upon a plan of reorganisation whereby each of the major steel producing works should be segregated from its parent concern and operated by a newly formed public company, one for each works. Hans Boeckler approached us to

request that the appointments to these companies' supervisory and management boards should include representatives of the trade unions and workers.

He made his proposals at a meeting with Dinkelbach and me on October 15, 1946; we readily accepted the principle and at subsequent meetings all details were agreed, including the identity of individual directors of each of the companies as they were formed. In all 25 were formed; the first four began operations on March 1, 1947, and the last two on April 1, 1948.

The reorganization plan, including the intention to give effect to co-determination in the new steel companies, was reported by me to London in early 1947 with the help of Sir Reginald Wilson who was visiting Düsseldorf at the time. He took the report to London and obtained government approval to it.

Apart from this general approval, I do not remember receiving, at any stage, the least support, advice, or instruction from above on the advisability or otherwise of introducing co-determination into German industry. From the occasional visits of ministers and officials from London one had the impression that the subject evoked little interest; and in so far as there was any, it was viewed with disfavour by the British trade unions, and by the Labour Government with lukewarm approval as a temporary local expedient.

This indifference was understandable in view of the enormous number of important and pressing problems facing the British Control Commission in the immediate postwar years;

and in the generally conditions it was felt that for those in the know what was in the those at headquarters don and, no doubt, vice him. He certainly a responsible Labour MP official who was advoc introduction of a nation in the German industry in 1946 and shall be interested to him. He certainly a through to those w actually introducing it.

The instruction to the German steel nationalisation was w really cancelled, but advent late in 1947: can aid and influen British zone of contro was tacitly dropped. time co-determination firmly established ic operating steel compi was working r smoothly.

Probably those Labour Government been advocating natio of the German steel, when they saw their unsustainable, were pr console themselves w termination as a s But that it was a devised as a compromi substitute by the Labour ment is simply not i with the facts.

Yours faithfully, W. HARRIS-BURLAND, formerly head of No man Iron and Steel Co United Kingdom, c Combined Steel Group dorf, 27 Cheneys Avenue, Little Chalfont, Amersham, Buckinghamshire, HP6 January 8.

Motor industry exported record £3,278m last year

By Edward Townsend

Britain exported motor industry products last year worth a record £3,278m against imports valued at £1,670m, according to figures issued today by the Society of Motor Manufacturers and Traders.

More than half of the value of all motor imports was accounted for by built-up cars, where value rose 72 per cent compared with 1975 to £886m. In contrast, British car exports rose in value by 31 per cent to £632m.

The major increase in the value of imported cars once again underlines the growing success of foreign manufacturers in the United Kingdom market, and will add weight to demands for action to curb foreign car sales. A recent report from the Economist Intelligence Unit predicted that imports this year will capture more than 40 per cent of the market.

The SMMT figures show that

Britain's greatest strength abroad is in sales of components parts and accessories. Exports of these were worth £1,502.5m, a growth of 31 per cent on 1975, and accounted for 46 per cent of the motor industry's total exports. Cars represented 19.3 per cent of exports and commercial vehicles 16.7 per cent.

Other motor products, which includes tractors, off-road vehicles, industrial works trucks and tractors, and containers earned a further £595m, a rise of 12 per cent. Lorry and van sales overseas stood at £548m for the year, a rise of 28 per cent, while imports, at £122.7m, were 36 per cent up.

In the United States, sales of American cars rose 15 per cent earlier to £22,322. Industry analysts forecast the total January sales of United States cars would be between 625,000 and 650,000 units.

Most of the rise came in the big car section. General Motors sold 17 per cent more with two large car divisions in the lead. Ford sales were up 24 per cent.

IN BRIEF

Bonn annual trade surplus at £8,023m

From Peter Norman

Bonn, Jan 26 West Germany achieved another huge surplus in its trade with the rest of the world last year, according to figures released today by the Federal statistics office in Wiesbaden.

Although the surplus declined slightly from the DM37,276m achieved in 1975 and was appreciably below the record DM50,846m surplus of 1974, exports last year still exceeded imports by around DM34,500m (£8,023m).

According to provisional figures drawn up by the Federal Bank, West Germany's balance of payments surplus in current account totalled DM8,500m in 1976, compared with DM9,500m in 1975. However, West German's import bill increased nominally by one fifth to DM221,600m, against a 16 per cent rise in exports to DM256,200m.

Building orders down

November new orders for construction work in Britain

totalled £589m, according to provisional statistics issued yesterday by the Department of the Environment. Seasonally adjusted total new orders for September to November were 7 per cent down on both the previous three months and on the same period in 1975.

New orders in the public housing sector in the three months September to November, 1976, were 17 per cent below those in the preceding quarter. Private housing orders were down 7 per cent. Public works orders increased 7 per cent in the quarter. Private industrial building orders rose 14 per cent.

CBI doubts on Japan

Tough and frank discussion with the Japanese about unfair competition was paying dividends, Mr John Whitehorn, the Confederation of British Industry's deputy director-general, said in London yesterday.

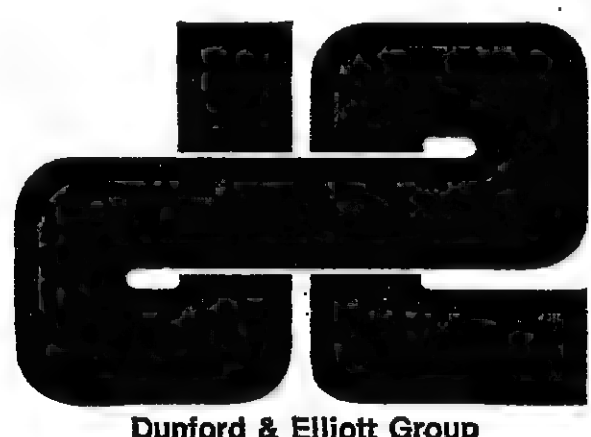
However, at a meeting last week with officials from the Japanese Ministry of Inter-

national Trade and Industry, the CBI had stressed that Tokyo's promises to open their market to British goods remove unfair trading practices would soon have to be translated into action.

Mr Whitehorn told a conference on "Dumping and disruptive imports" that if there was no evidence forthcoming of such action, the CBI would advise the Prime Minister to take a tough line at the next meeting of the EEC Commission.

Remploy recruiting

An upturn in business in the North-east for Remploy, the Government-backed company with a £20m national sales turnover, has meant that four of its factories in the region have resumed recruiting. The company, which employs physically and mentally handicapped people, is taking on production workers at Ashington, Hartlepool, Sunderland and Spennymoor.



Dunford & Elliott Group

Dunford & Elliott Limited Offer by Lonrho Limited

Lonrho Limited has announced offers for the Ordinary and Preference Shares in Dunford & Elliott Limited and for its Convertible Debenture. These offers are being recommended by the Board of Dunford & Elliott. The terms of these offers are as follows:

For each:

Ordinary Share	75p in cash (cum dividend)
Preference Share	213p in cash
£1 Convertible Debenture Stock	80p in cash

The offers are subject to certain conditions which are set out in full in the announcement of the offers, a copy of which is being sent to shareholders.

The Directors of Dunford & Elliott, who have been advised by Morgan Grenfell & Co. Limited and Grindlay Brands Limited, consider these offers to be fair and reasonable and recommend all shareholders and holders of the Convertible Debenture Stock to accept.

These offers are significantly better than those of Johnson & Firth Brown Limited and shareholders should completely ignore JFB's offers. If you have already accepted the JFB offer you are strongly advised to withdraw your acceptance. This may be done by immediately completing and returning the form of withdrawal which has been sent to shareholders. If you do not have such a form please telephone Mr. Holdway at 01-588 4545.

The Directors of Dunford & Elliott Ltd. have taken all reasonable care to ensure that the facts stated and opinions expressed herein are fair and accurate. All the Directors of Dunford & Elliott Ltd. jointly and severally accept responsibility accordingly.

TO THE EDITOR
Steel to
re deposits

BY THE FINANCIAL EDITOR

Shareholders under siege

Shareholders of a company are at the ultimate risk so that the company is not captured by the management and it is only they who should retain the legal control of the company. To deprive them of control while the company remains in a state of financial distress would be a serious breach of trust, said the Financial Editor in his submission to the Committee.

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If Bullock prevails, shareholders will more than ever be reduced to a passive role. Their legal right to influence the company would be limited to voting only with their hands. Unusually this is what many would do.

Henlys Heron's profit so far

Heron Corporation is currently showing a paper profit of more than £400,000 on the 25 per cent stake in Henlys, which it purchased from Brown Brothers Corporation last October.

Despite further buying in the market which has increased that stake to nearly 27 per cent, Heron has yet to make its intentions clear. The questions of whether or not the group intends to launch a full bid or indeed whether it might be tempted to take its profits and return to the market are likely to be overhanging the Henlys share price from some time to come.

However, in view of current prospects there may be good grounds for believing that Heron has already left any speculative designs it did have a little too late.

After three years of declining profits, Henlys is now on a strong recovery track. A 37 per cent drop in first half profits has been more than recouped by a 26 per cent improvement to £1.5m in the traditionally stronger second half.

counts. First, there is no reason at this stage to assume that a bid will not emerge. Standard Trust's directors have, as expected, pointed out that the putative value attributed to it does not reflect adequately the value of the investments attributable to the ordinary shareholders.

The problem with that argument, of course, is that the market price ahead of this approach did not reflect it adequately either and shareholders can not reasonably be asked to discriminate between degrees of inadequacy in anything other than pounds and pence. However, the British Rail Pension Funds are evidently open to discussion of the difference—a possible 32½p—between each version of what the shares are worth—and there is no reason to suppose they will not reach an agreement.

If there is no agreement, then it is of course the shareholders who will be asked to find themselves back where they were—but it isn't likely. For there has been a certain amount of takeover activity in the investment trust sector over recent months, and it is probable that there is more to come, as other institutions act to obtain the benefits of an easy entry into equities, given a market in which dealings are so thin that it is difficult to do anything without setting prices moving.

In the unlikely event of the Standard deal falling through, it is possible there will be others to keep the discounts shrinking. And even if there are not, the discounts may be set to decline anyway. Certainly, on the arguments which James Capel has recently been propounding, that the fashion in which investment trust shares have underperformed is related principally to disenchantment with their poor relative performance in income terms, and that this is now set to change as overseas companies step up their dividends and/or profits, a switch of funds into home equities, the improvement seen in the sector recently has further to go.

It could be, indeed, that the British Rail Pension Funds bid turns out to have been an opportune attempt to take advantage of a sector now due for a big re-rating.

Lord Plowden, right, argues that the proposals in the majority report are unworkable and damaging to industry

Bullock—a setback for worker participation

Like the great majority of industrialists I am a strong supporter of what has come to be called involvement or participation. To a growing extent, and rightly, people wish to participate in decisions that affect their working lives. It is essential that machinery for this should exist in companies of any size.

All my experience as an industrialist convinces me that participation, if it is to be effective, must begin at the grass roots, on the shop floor and in the office. No top level machinery will work until a suitable "infrastructure" has been established and is operating successfully.

Much of industry has been active in developing participation for a long time. There have been big advances in the last 10 years, although a great deal remains to be done.

To equate the proposals of the majority report to the parliamentary reform Bills of a hundred years ago is nonsense. One is not comparing like with like and one is not comparing full parliamentary democracy with a hundred years.

The Confederation of British Industry has long accepted the vital duty of companies to take account of the interests of employees and has strongly advocated effective employee participation. The Bullock report quotes approvingly from the CBI's report *The Responsibilities of the British Public Company*, published in 1973.

trade unions which already engage in collective bargaining. It simply creates an additional means by which they may influence the managerial process.

In reality the proposals do raise fundamental issues about the conflict between the role of trade unions in collective bargaining and the responsibility of a director to balance the different interests of shareholders, employees, customers, suppliers and the public at large.

The committee's prescription for nothing to resolve this problem, but, represent, simply, an extension of collective bargaining into the boardroom, which cannot be the proper place for it.

The committee was required to take account of practice in EEC and elsewhere. It argues for aspects of employee participation in Germany and Sweden, particularly in Germany. But it makes little of the fundamental differences between Germany and Britain—differences in trade union objectives, attitudes and organization, as well as in social and political traditions, experience and behaviour.

Perhaps the most important difference between Germany and Britain is the role of the trade union structure. Germany has a national trade union structure, one union for each industry, 16 in all. In the United Kingdom there were 491 trade unions recorded by the Department of Employment in 1974, of which about 111 were affiliated to the TUC.

The proposals of the majority report would destroy the free enterprise system and the mixed economy as we know it, because they would create the conditions for polarization of interests within boards of directors whose collective responsibility is to run their businesses effectively.

The proposals, if upheld, would be intensely damaging to the morale of managers and the good management of our major companies at a time when all our efforts must be concentrated on good industrial relations, efficient production and competitive marketing.

The proposals would be extremely complicated to put into practice and are also inherently unrepresentative since they would disenfranchise managers and other employees who were not members of trade unions.

I think it will be found that industry is implacably opposed to the Bullock proposals for the imposition by law of employee representatives on company boards. There are other and much more effective ways of improving employee participation in industry, as the CBI pointed out in its evidence.

The CBI has proposed participation agreements based on the employees' right to extensive and regular consultation and consultation for all companies employing more than 2,000 people. This would meet the first basic requirement of industry that any new system must provide for the involvement of all adult employees: it should not be restricted to those who are members of trade unions.

The 'orse' e knows above a bit...

The 'orse' e knows above a bit, the bullock's but a fool. The elephant's a gentleman, the battery-mule's a mule. But the commissariat cam-e-el, when all is said and done, is a devil on a stick and an orphan-child in one.

Available historical scholarship gives no warrant for the view that when Kipling wrote these lines he was musing on the introduction of industrial democracy into industry, which only goes to show the limitations of historical scholarship (pace Dr A. L. Rowse) in the face of overwhelming internal evidence.

Who can seriously doubt that Kipling, anticipating David Low's embodiment of the TUC as a car-horse and the standard American representation of political parties of right and left as elephants and asses respectively, wished to give the clearest possible warning—in the light of the well-known danger of inviting a committee to design any kind of functioning organism—of the inevitable outcome of the Bullock inquiry?

"A devil on a stick and an orphan-child in one" is unlikely, after all, to be surpassed by a clinician's assessment of Bullock's (2x + y) formula for the future management of British industry. Management by compromise between basically conflicting objectives at its worst management by deadlock at its best.

The central nervous system becomes paralysed. Behaviour becomes random. Adam Smith's "hidden hand" succumbs to the shakes, and there ceases to be any coherent policy in the economy should be allocated optimally, or indeed, at all, to the satisfaction of consumer preference, which remains the sole ultimate purpose of all economic activity.

In practice government will be the only agency to bridge the widening gulf between producers and consumers, a trick which we have at last begun to realize, it can only put either by inflating faster than the producers thought it was going to, or by curtailing down to size their excessive self-awarded rewards, or by importing the difference from abroad. Since neither of these methods can for long without collapse, a collapse which is then customarily blamed upon government, the whole arrangement including the system of government which presides over it, is inherently unstable.

optimum. Neither theory nor practice encourages confidence in total government as the answer. It is apparent that classic capitalism, whatever its test-book merits is not going to be allowed to be that system of rules. For, those rules cannot admit either of collective bargaining (except at an intolerable price in unemployment or hyper-inflation) or of administered prices for labour.

The political will exists (nor could it be enforced) to restore individual bargaining, which is the only other way of making capitalism work. For, that would mean outlawing trade unions, or at least what their members perceive to be the present *raison d'être* of trade unions.

The so-called "mixed economy", which seeks to escape from the intolerable and the unworkable embracing both offers no solution, perhaps the fact that, as Lord Bullock, who is unquestionably a wise man, said yesterday, "the report starts from the assumption of a mixed economy", explains its essential inadequacy. What system of rules then is there?

Capital (whether publicly or privately owned) is, therefore, debarré from being the entrepreneur of productive units, dealing at arm's length with creditors, suppliers, customers, employees and government. Yet there must be an entrepreneur in the sense of a primary force which carries on the activity, subject to the constraints of the commercial and legal environment, with a view to maximizing its own income.

If capital cannot perform this role, it is natural to ask whether labour can, dealing at arm's length with creditors the capital market, suppliers, customers and government. My own conclusion, urged in my 1975 *Windsor University Lecture*, is that it can.

Indeed, a general system of workers' cooperatives in a market economy offers the only chance of reconciling full employment with currency stability and a democratic government, because it is the only way that collective bargaining can be permanently put to sleep. It is also the only way that government can withdraw from the domain of the market-places sufficiently to remain viable.

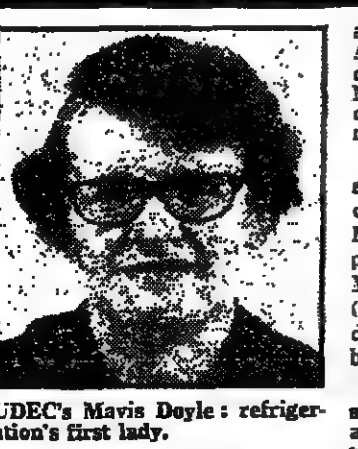
The Bullock inquiry would have justified its labour if it had investigated the theoretical and practical issues posed by the evolution of an economy based on workers' cooperatives operating through market forces.

Instead Bullock offers: a further blurring of the entrepreneurial identity and maximization of productive units; demoralization of capital combined with the retention of sufficient vestiges of the "us-and-them" division of industry for labour negativism to continue to thrive; reinforcement of the power of trade union bureaucracy at the expense of actual workers; and the certainty that government will be drawn deeper and deeper from the time of total responsibility, with the potential for an economy that can no longer satisfy even the minimum needs and expectations of the people.

Business Diary: Paper chase • Sir Mark and after

told an approving tale when she attended a dinner of the Refrigeration, the first woman to organize the 77

ed the difficulties of managing DEC Refrigeration, a three-quarters of a century of history, in sending some 100 letters to the "armies of British refrigeration" a few permits the route through the maze of being auct-



UDEC's Mavis Doyle: refrigeration's first lady. Export year jointly declared by the Government, TUC, CBI and other business organizations. In line with her perception of the complexity of things, this "year" began on January, but last June, and is to be not 12 but 19 months long.

announcement that 47-year-old Alistair Frame has become deputy chief executive to Sir Mark Turner, who is also chairman of the international mining group.

The manoeuvrings among executives were caused by the death of Sir Val Duncan in December, 1975. However, his place was quickly taken by Sir Mark, one of the triumvirate (the other is non-executive director Roy Wright) which had built up RTZ.

Shackleton, who is 66, will continue as deputy chairman and act as chairman in Sir Mark's absence. The disclaimers notwithstanding, however, Frame would seem to be the heir apparent.

British Leyland's continued membership of the Engineering Employers Federation must be in question after the federation's bitter attack on the Bullock committee report on worker directors. As a state-financed company Leyland can hardly be expected to continue to support an organization which has pledged itself to "resist any attempt to implement this report to the limit of our resources and we trust will be able to do this successfully without having to challenge the law."

come out 100 per cent against Bullock he has had to refrain from comment and reserves his company's position.

British Leyland is the last of the big motor groups to remain in the federation. Its impending withdrawal has been a recurring rumour for several years.

Bullock could be the deciding factor.

Hard on the end of the January sales Lord Samuel, whose £87m Land Securities investment trust ranks as the world's largest property group, is offering a 2.63 acre Vauxhall Bridge development site to the highest bidder over £1.

Knights Frank & Rutley have been instructed to accept the highest tender over £1 made by 12 noon on February 9. So the South Bank site, worth upwards of £6m at the height of the property boom, could change hands for petty cash.

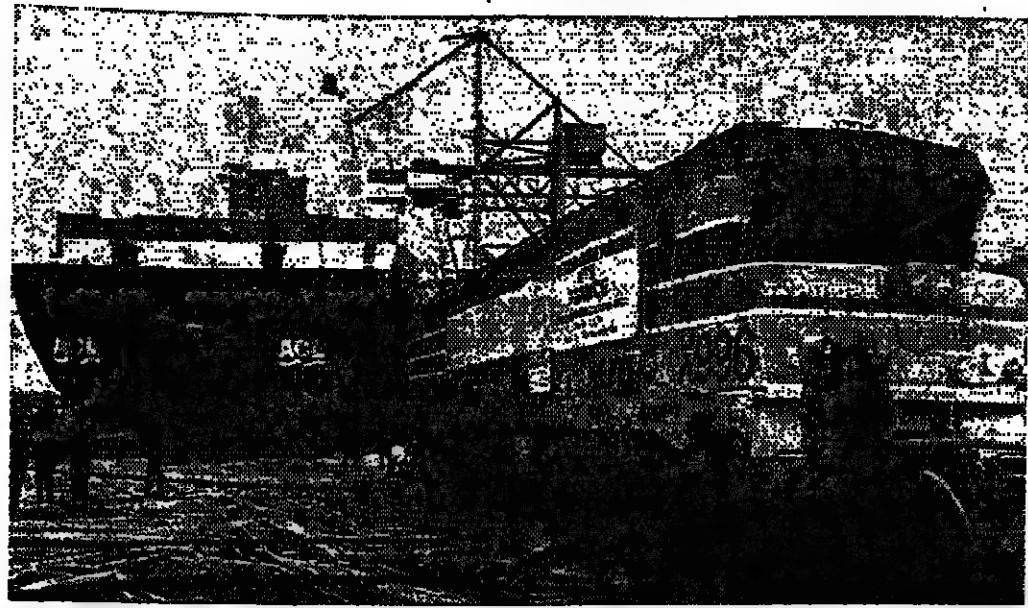
It was acquired by Land Securities in 1950.

As with so many other central London sites, the last 10 years of planning delays have sapped the developers' enthusiasm, killed any profit on building and left yet another barren space beside the Thames.

In any case, although Land Securities did not pursue initial plans for 300,000 sq ft of offices and 100,000 sq ft of houses, talks with the planners show that Lambeth Borough Council and the GLC are now thinking of a purely residential scheme. Lord Samuel is no housebuilder and probably no householder on such a prime site.

Debtors herein designated for redemption will become due and payable at 100% principal amount thereof in U. S. Dollars at the office of Bankers Trust Company, Corporate Trust Division, One Bankers Trust Plaza, New York, New York 10006 or at the option of the holder, at the main office of Citibank, N.A. in Frankfurt/Main, the main office of Banque de Paris et des Pays-Bas in Paris and the main offices of its affiliates in Amsterdam, Brussels and Luxembourg, and the main office of Banca Commerciale Italiana in Milan, upon presentation and surrender of said Debentures accompanied by all coupons appertaining thereto maturing after March 1, 1977. Payment under New York City will be made by check drawn on a dollar account, or by transfer to a dollar account maintained by the payee, with a bank in New York City. Coupons maturing March 1, 1977 or prior thereto should be detached and presented for payment in the usual manner. On and after March 1, 1977, interest on the Debentures herein designated for redemption shall cease to accrue.

GENERAL MILLS FINANCE N.V. (now General Mills, Inc.) by Bankers Trust Company, Trustee



Loos loaded by 'water skates': this 133-ton Atlantic locomotive (above) was loaded on the Atlantic Cognac at Le Havre using an unusual system of "water skates", which employs a hovercraft-type principle, but with water instead of air to support the load. According to Atlantic Container Line, this operation was the first to use water cushions to transfer cargo from the dockside directly into the stern of a roll-on/roll-off container ship.

The skates are made by Air Cushion Equipment (1976) of Southampton, and are operated and marketed by Lifting Services International, a division of Taylor Woodrow Construction. The locomotive was shipped to New York for trials with Amtrak, who are evaluating several European high-performance engines on the high-wear routes along the eastern corridor of the United States.

Eight skates were used in the ACL operation, giving a combined lifting capacity of 320 tons. A main reason for their use was a requirement to transport the locomotive below decks as a complete unit. This technique should prove particularly useful for handling loads where the full headroom of the stern door is required.

Productivity scheme at pits urged by merchants

By Ronald Emiler

A productivity incentive scheme with the miners must be signed by the National Coal Board as a matter of urgency, Mr E. H. Gough, president of the Coal Merchants' Federation of Great Britain, said in London yesterday.

He said merchants were extremely worried about low productivity, especially in the case of anthracite for domestic heating.

There was no shortage of anthracite reserves in the country, but output was so low, Mr Gough said, that only 80,000 and 90,000 tons a year were being imported from Germany, Russia and Morocco.

This was below 5 per cent of national consumption, but was an unnecessary burden on the balance of payments, especially as British anthracite was cheaper.

Imports of anthracite from Russia, Mr Gough said, had relieved what had been a potentially serious situation. Unless the situation improved, however, merchants would have no difficulty in meeting the domestic consumer's coal demand for the rest of the winter. But there might be local pockets of temporary shortages.

Coal merchants had been able to maintain supplies this winter, Mr Gough said, because they had taken pains to build stocks during the summer.

If coal consumption in the summer had been higher, the public might now be experiencing greater difficulty in finding supplies.

Scrap buying policies 'force BSC to pay too much for supplies'

By Peter Hill

Scrap buying policies of the British Steel Corporation have led to the state-owned corporation paying more than necessary for its requirements, it was alleged yesterday.

The corporation's policy was strongly attacked by members of the British Scrap Federation and by an all-party committee of MPs investigating BSC activities.

The two-tier price structure for scrap, under which less than a score of companies supply direct to the corporation, with smaller suppliers required to deliver supplies to the scrap-supplying companies, have led to considerable uneasiness within the industry. The BSF is also under fire from sections of its own membership.

Mr Roy Bost, executive vice-president of the BSF, told members of the subcommittee of the Select Committee on Nationalised Industries: "This is the biggest headache we have had to handle in its 60 years of existence, and it is not getting any cooler."

Under corporation policy the number of direct suppliers has been drastically reduced over the past two years from nearly 300 to some 17 direct suppliers. Three major direct suppliers, it was alleged, received more from the corporation for their deliveries than the other 14.

In a memorandum to the committee, the BSF attacked the policy on the grounds that it restricted the trading activity of many merchants who had previously been direct suppliers; that the two-tier pricing system discriminated unfairly against the non-direct companies; that prices paid were kept confidential; and that the corporation was paying more to some merchants than it needed.

It claimed, however, that in the long term the system would produce savings in administrative costs and greater reliability in supplies.

There were suggestions that premiums paid to the direct suppliers could be as high as £10 to £14 a tonne, although Federation officials said it was impossible to be precise since no information on prices was published.

Mr Bost indicated that further reductions in the number of direct suppliers were in prospect.

Mr John Wheatley, president of the BSF's southern association, considered that the corporation should examine the two-tier structure to correct anomalies and injustices; there should be proper consultation on scrap buying policies between the corporation and the BSF; freedom of opportunity within the two-tier policy, and the same premiums applied to all suppliers.

Worries over scrap supplies in the United Kingdom in times of high demand against the background of difficulties experienced in 1974 had led both the BSC and the private sector to place contracts with overseas suppliers of between 600,000 and 700,000 tonnes.

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FINANCIAL NEWS

Mears Bros leaps 200 pc in peak year

As if to show what can be done with a turnover gain of 18 per cent, civil engineer and builder Mears Bros Holdings Ltd just that in the year to September 30—and hoisted pre-tax profits 200 per cent to a record £916,000.

After crediting £539,000 of extraordinary items, against £442,000, attributable profits jumped from £560,000 to £912,000. The gross dividend rises from 2.49 to 2.74. Earnings a share were 5.33p against 1.69p.

At half time, when the group brought in profits of £275,000 against losses of £310,000, the board looked forward to "at least" matching last year's £816,000 second-half profit in the year to September 30, and the second half brought in £641,000.

Then the directors said that the economy was giving cause for some concern. So Mears was not content with following up all opportunities at home. It was striving hard to boost exports and business overseas.

Abbey Panels up 45 pc to new 'high'

After changing its year end, Abbey Panels went on to make record pre-tax profits of £542,000 for the 15 months to September 30, against £373,000 for the 12 months before. Turnover went up from £3.13m to £4.42m. The dividend of this sheet metal units, press work, machining and making group goes up from 4p to 9p. Earnings a share were 13.69p against 9.43p.

Williams Lea not losing its way

A change of direction pointed printer Williams Lea the wrong way in the year to September 26 but expects to find the right one this year.

Turnover rose from £4.88m to £5.74m but profits before tax slipped from £343,000 to £336,000. However, the dividend rises from 9.12p to 65.03p.

Mr D. L. Donne, chairman, reports that in the last four years there has been a "radical change in the direction of the group".

Williams Lea has moved out of periodical and general printing into specialist markets. In the same period well over a million pounds was invested.

At the end of this year, the major part of this stage of development will have been completed.

The board thinks that these fundamental changes will begin



Mr A. K. L. Stephenson, chairman of Mears Bros: recovery hopes fulfilled.

to show bigger profits this year. K-13 is already producing 120m cubic feet a day. Late last year another well K/13-4 was also tested at rates up to 40m cubic feet a day.

Industrial Credit

The Dublin-based Industrial Credit group raised pre-tax profits in the year to October 31 from £1.25m to £1.51m after interest, administrative expenses, and provisions written off amounting to £6.9m against £4.7m. Earnings a share were 11.8p against 10.1p. The dividend is 4.61p against 4p.

UU Textiles delay

U Textiles will be reporting its results for the year to May 1, 1976, in the next fortnight. Reorganization explains the delay.

At the same time as the year's results, U Textiles will give figures for the six months to October 31, 1976. The 1976 report and accounts will be despatched to shareholders early next month.

Amalgamated Stores

Amalgamated Stores has applied to the Stock Exchange for its shares to be re-admitted to the official list.

Listing was suspended a year ago. If permission is granted, dealings will start next Tuesday.

The board is confident that the enlarged group will have a sound asset base and a satis-

factory income while the financial arrangements with Greyhound Guaranty "will provide the group with an excellent opportunity for growth."

Engineering the brake on Austin

More business overseas in the steel division helped James Austin Steel Holdings in the six months to September 30, though margins were slim. Pre-tax profits rose by 18 per cent to £524,000. Turnover climbed 42 per cent to £5.9m. Shareholders in this steel stockholding group get a maintained gross dividend of 3.89p.

The directors say that the second half year should see a similar profit. This suggests around £1.04m for the year compared with £925,000, and the record £1.46m of 1974-75.

Austin would have done much better but for a loss in engineering.

Dunlop's export selling recipe

Direct exports from Dunlop factories in the United Kingdom reached a record £123m from Fluidrive Engineering were higher than those of the first six months. So the total for the year to September 30, 1976, emerged 35.5 per cent higher at £787,000 before tax.

Moreover, the group, which manufactures fluid couplings for power transmission systems, has started the current year with a record order book, and given "anything approaching normal trading conditions", Mr David Donne, chairman, expects

It seemed unlikely 12 months ago, he said, that the group could sell 100,000 pairs of canvas sports shoes in the Japanese market in 1976. But this was done.

He cited also HCB Angus slotting into a full production programme an extra 7½-weeks' output to despatch seven first-fighting tenders to Guyana. Traditional exporting activities also continued to go well. The tyre division hoisted sales 30 per cent to £26m, fire armour earned £12.6m, aviation £11.2m, oil and marine £10.2m and the sports group £16m.

Selstrut gas find

Another gas discovery has been made on block K/13, in which Selstrut is a 5½ per cent stake, in the Dutch sector of the North Sea. A new well at K/13-5 has been tested at rates up to 40m cubic feet a day.

Second-half slows, Blundell tops £1m

By Desmond Quigley

Blundell-Permaglaze, the paint manufacturer, increased pre-tax profits by 26 per cent from £842,780 to £1.06m for the year to the end of last October. However, the shares remained unchanged yesterday at 48p.

A final dividend of 2.66p a share gross is being recommended to make a total of 3.85p for the year, to give the shares a yield of 8.3 per cent at their current level.

The pre-tax profits included £101,977 compared with £69,818 as the share of profits from the associated company in India. The company was sold in October for £270,000 gross, but final agreement is subject to approval from the Indian authorities.

After the large gains made in the first half when pre-tax profits rose by just short of

40 per cent on a very depressed first six months in the previous year, the second-half advance was more pedestrian compared with the second-half of previous year, when the was beginning to experience revival. The profit break-down is now getting back close line with the traditional pattern of about 40 per cent of the year total being made in the first six months and remainder in the latter part of the year.

Turnover for the full increased by 25 per cent to £1.15m to £1.44m, with no increasing by seven per cent. The decorative division, accounts for about 85 per cent of profits, increased its of the market and now accounts for about 7.1 per cent of trade market. The division exclusively to the process decorating trade.

Still onward and upward at busy Fluidrive Eng

By Adrienne Gleeson

As forecast at the interim stage the second half profits from Fluidrive Engineering were higher than those of the first six months. So the total for the year to September 30, 1976, emerged 35.5 per cent higher at £787,000 before tax.

Moreover, the group, which manufactures fluid couplings for power transmission systems, has started the current year with a record order book, and given "anything approaching normal trading conditions", Mr David Donne, chairman, expects

1976-77 to be a peak year. But the incidence of con means that first half was a very busy period. Turnover last year increased by 28 per cent to £63m. Fluidrive spent £400,000 fixed assets in 1975-76, of just over half was from an eight-year loan on floating rates. This has, however, at the debt:equity ratio at a modest level. The directors have increased the dividend by the max to just under 4.2p a share.

Ernest Ireland calls in receiver

A receiver has been called in at building and property development group Ernest Ireland. This was disclosed shortly after the directors formally asked the Stock Exchange to suspend dealings "pending clarification of the position of the company". The board said that it had asked Lloyds Bank to appoint a receiver.

Hit by the collapse in property, the group slid into the red to the tune of £4.2m in 1975. The interim figures for the first six months of 1976 showed a profit of £145,000.

Allied Trading alters tax plan

Allied Manufacturing Trading Industries of Australia has altered its tax plan. This was disclosed shortly after the directors formally asked the Stock Exchange to suspend dealings "pending clarification of the position of the company". The board said that it had asked Lloyds Bank to appoint a receiver.

Hit by the collapse in property, the group slid into the red to the tune of £4.2m in 1975. The interim figures for the first six months of 1976 showed a profit of £145,000.

India trade minister calls for boost in UK imports

By Malcolm Brown

A more dynamic approach to Indo-British trade was urged in London yesterday by Dr P. C. Alexander, Secretary for Foreign Trade in the Indian Commerce Ministry.

Speaking at a symposium on Indo-British project collaboration, Dr Alexander said that India was unhappy about the low level of imports from the United Kingdom. While Indian exports to the United Kingdom reached 4,035m rupees (£269m) in 1975-76, trade in the other direction was worth only 2,682m rupees.

There was also concern about the type of goods India was exporting. She wanted to diversify away from predominantly traditional products.

Mr Dell, Secretary of State for Trade, said that British businessmen should take the opportunity to talk to senior industrialists from the public and private sectors in India about the expansion of trade in both directions. There was a general agreement between the British and Indian governments about the desirability of an increase

in exports to India, Mr Dell said.

"I understand that India's present healthy balance of payments situation will allow some increase in imports, and I hope British industry will ensure that Indian purchasers have every opportunity to consider favourably what we have to offer."

Mr Dell said that in some cases the competitiveness of British companies in foreign markets could be increased by taking advantage of Indian quality engineering, capacity and technological skills. British companies could supply the experience gained from selling their high technology in the world's most competitive markets.

But it would be misleading to pretend that the forging of these links would be free from difficulty. "Expertise is normally the product of lengthy and costly research and development. To share such expertise the holders on both sides will expect a reasonable commercial return but that their interests will be safeguarded."

Grocery product ordering code system on way

Plans for creating a United Kingdom article number bank were announced in London yesterday. Article numbering is the system whereby computer code numbers are given to food and grocery products enabling retailers to reorder automatically from manufacturers and exercise control over their own stock levels.

Beginning in April numbers will be allocated to manufacturers who request them, and it is hoped that symbol marking in place of price tags will become partially operative in three to five years.

Codes will be compatible with article number systems in the United States and 12 European countries.

Mr S. L. Maughan, chairman of the United Kingdom Article Number Association, said yesterday that the introduction of the system could "have as much dynamic impact on the United Kingdom grocery industry as the development of self-service did years ago."

He said it was a first step towards speeding up supermarket checkouts.

name about cutbacks, one tells how a subordinate wanted to know "if we should bother" to repair a damaged roadway and parking lot at one industrial plant. The £1,800 outlay was approved.

Not only has the country's rail traffic along the northern border to Zambia been halted since 1973, but its important industry is threatened. Small mines near embattled border areas have been closed, and most new exploration has stopped. Some big mines are running into difficulty because they are not getting paid for minerals already exported, according to Mr J. G. Hillis, president-elect of the Association of Rhodesian Industries.

Furthermore, United States politicians are debating whether to repeal the Byrd Amendment, which allows United States imports of Rhodesian chrome.

Rhodesia's export problems have forced the government to conserve foreign currencies. A businessman wanting to leave the country permanently cannot liquidate his assets and take the cash with him, nor can a home-owner sell and take his money out with him.—AP-Dow Jones.

Listless look about Henry Wigfall

These are early days to be counting the benefits to Henry Wigfall from selling the mail order business and realising £2m cash; and extending further into electrical retailing by buying shops from Lloyds Retailers for nearly £2.6m.

Even so the figures from this TV center and washing machine retailer for the six months to October 9, are lack lustre. Excluding mail order, Wigfall's pre-tax profits plunged from £2.33m to £1.41m in 1975-76 and in the following six months fell to £1.13m from £1.58m.

That was the penalty for having to set aside so much in depreciation. This rose from nearly £2.5m to £2.54m in the half year, but the compensation was that there was no tax to pay, as before, turnover slipped £4.20m to £13.13m.

Stoutly, Mr Frank Morrell, chairman, and his colleagues declare: "The normal seasonal trading pattern has reemerged... it is anticipated that the profit for the second half year will be appreciably in excess of that achieved in the same period last year." But these profits too, were modest, so it is not clear how cheerful this is meant to be.

The shares fell 5p to 112p though speculation that United Dominions Trust's 25 per cent stake could move eventually is a prop.

Business appointments

Mr A Frame named deputy chief executive of RTZ

Mr Alistair Frame, technical director of Rio Tinto-Zinc Corporation, has been named deputy chief executive of the group to succeed Mr V. O. Prall as group chief executive of Grindlays Bank in April. Mr Prall retires from Grindlays later this year. Mr A. J. W. S. Leonard, who is retiring as group treasurer of Royal Dutch/Shell, joins the board of Grindlays on February 1. Mr S. R. Easta-brooks is resigning as a director to take up an appointment with Clubmark.

Mr A. C. R. Elliott has been co-opted as a director of S. G. Warburg.

Mr Edward F. Gibbons (president and director of F. W. Woolworth, USA) has joined the board of F. W. Woolworth Ltd.

Mr Bruno Wiet has been elected to the board of Alcan (UK). He is managing director of Alcan SA, Zurich.

Mr John Gardner, Alcan's European metal manager, joins the board of Alcan SA, Zurich, and the supervisory board of Alcan Metal GmbH, Frankfurt.

Mr John Ivory, Mr John Henderson and Mr Fred Sioneman have joined the board of Millets of Bristol (Holdings).

Sir Jan Lewando is to be deputy chairman of Heal and Son Holdings. Mr Brian Sellers is to be a director and chief executive.

Mr Brian Joyce, managing director of Adams Foods, the parent company, Macalindine, is to be deputy managing director of Adams Biscuits and Mr Brian Garrett, sales director, have joined the board of Broadhurst (Gabor).

Mr Toey Moore, managing director of Broadhurst, becomes a director of Adams Biscuits.

Mr Anthony Bloom has joined the board of Legal and General Assurance of South Africa.

Mr Vivian Radcliffe, director and vice-president of Signode, has been appointed chairman of the British Tensional Strapping Association.

Mr Perry Reid is now managing director of McCue Dick.

Mr Eric Lombard-Knight has become chairman of Kellogg Foods.

Mr H. W. Johnson has been appointed a director of University Life Assurance.

Mr J. M. Weaver, managing director of Smith Kline & French Laboratories, is to replace Mr A. J. Dalby as chairman. Mr Dalby has returned to the United States as vice-president, international, of Smith Kline Corporation.

Mr Weaver is succeeded as managing director by Mr L. N. A. Flockhart.

Mr J. Lindsay has become managing director of Woodward Grosvenor. He succeeds Mr Nigel Tomkinson, who is leaving the company.

Herr Hilmar Kopper and Dr Herbert Zapp have been made deputy members of the board of managing directors of Deutsche Bank.

Mr I. M. Kennedy has joined the board of Church.

Mr William Harvey has been made a director of Lloyd, Chesham Lending.

Mr D. E. Cassidy has been named chief executive of Bowring Tyson in place of Mr A. J. Bath, who remains chairman.

Mr B. K. Dous becomes directors.

Mr Ian Wood has been appointed managing director of Fraser Wood Properties.

Energy in crisis

A guide to world oil supply and demand and alternative resources

The end of the era of cheap energy has struck at the heart of the industrialized society.

Now Peter Hill and Roger Vielvoe of *The Times* have compiled an invaluable and extremely topical reference book for all concerned with the subject of energy.

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FINANCIAL NEWS AND MARKET REPORTS

Macarthy's Pharmaceuticals stumbles in half but year should be good

Macarthy's Pharmaceuticals, a subsidiary of Higgs and Hill, has reported a half-year loss of £1.2m, but the company's chairman, Mr. C. W. Macarthy, said that the company's performance for the year should be good.

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Stock markets

Buyers back despite MLR caution

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NITRIGIN EIREANN TEORANTA

£40,000,000

Term Credit Facilities for the Marino Point project

arranged by:

Allied Irish Investment Bank Limited

S. G. Warburg & Co. Ltd.

and provided by:

Algemeine Bank Nederland (Ireland) Limited

Bank of America NT & SA

Bankers Trust Company

Chase and Bank of Ireland (International) Limited

Citibank N.A.

First National Bank in Dallas

The Investment Bank of Ireland Limited

Manufacturers Hanover Trust Company

Northern Bank Finance Corporation Limited

Ulster Investment Bank Limited

Allied Irish Investment Bank Limited

The Bank of Nova Scotia

Banque Nationale de Paris (Ireland) Limited

The Chase Manhattan Bank, N.A.

The First National Bank of Chicago

Hill Samuel & Co. (Ireland) Limited

Kleinwort, Benson Limited

Morgan Guaranty Trust Company of New York

The Royal Trust Company (Ireland) Limited

NOTICE OF REDEMPTION

Ente Nazionale per l'Energia Elettrica-ENEL

(Italian National Electric Energy Agency)

7 1/2 Per Cent. 15-Year Guaranteed Bonds of 1970

Due March 1, 1985

NOTICE IS HEREBY GIVEN, on behalf of Ente Nazionale per l'Energia Elettrica-ENEL, that on March 1, 1977, \$50,000,000 principal amount of its 7 1/2 Per Cent. 15-Year Guaranteed Bonds of 1970 will be redeemed out of moneys to be paid by it to Dillon, Read & Co. as Principal Paying Agent, pursuant to the mandatory, annual redemption requirement of said Bonds and to the related Authenticating Agency Agreement and Paying Agency Agreement, each dated as of March 1, 1970. The Chase Manhattan Bank (National Association), as Authenticating Agency, has selected, by lot, for each redemption the Bonds bearing the following serial numbers:

BONDS SELECTED FOR REDEMPTION

3 3202	4108	6882	5117	10085	1708	14108	18868	1708	19114	20888	18172	20888	24462	28278	32022	35872	39234	42602	45970	49784	53202	56570	59938	63306	66674	70042	73410	76778	80146	83514	86882	90250	93618	96986	100354	103722	107090	110458	113826	117194	120562	123930	127298	130666	134034	137402	140770	144138	147506	150874	154242	157610	160978	164346	167714	171082	174450	177818	181186	184554	187922	191290	194658	198026	201394	204762	208130	211498	214866	218234	221602	224970	228338	231706	235074	238442	241810	245178	248546	251914	255282	258650	262018	265386	268754	272122	275490	278858	282226	285594	288962	292330	295698	299066	302434	305802	309170	312538	315906	319274	322642	326010	329378	332746	336114	339482	342850	346218	349586	352954	356322	359690	363058	366426	369794	373162	376530	379898	383266	386634	390002	393370	396738	400106	403474	406842	410210	413578	416946	420314	423682	427050	430418	433786	437154	440522	443890	447258	450626	453994	457362	460730	464098	467466	470834	474202	477570	480938	484306	487674	491042	494410	497778	501146	504514	507882	511250	514618	517986	521354	524722	528090	531458	534826	538194	541562	544930	548298	551666	555034	558402	561770	565138	568506	571874	575242	578610	581978	585346	588714	592082	595450	598818	602186	605554	608922	612290	615658	619026	622394	625762	629130	632498	635866	639234	642602	645970	649338	652706	656074	659442	662810	666178	669546	672914	676282	679650	683018	686386	689754	693122	696490	699858	703226	706594	710002	713360	716718	720076	723434	726792	730150	733508	736866	740224	743582	746940	750298	753656	757014	760372	763730	767088	770446	773804	777162	780520	783878	787236	790594	793952	797310	800668	804026	807384	810742	814100	817458	820816	824174	827532	830890	834248	837606	840964	844322	847680	851038	854396	857754	861112	864470	867828	871186	874544	877902	881260	884618	887976	891334	894692	898050	901408	904766	908124	911482	914840	918198	921556	924914	928272	931630	934988	938346	941704	945062	948420	951778	955136	958494	961852	965210	968568	971926	975284	978642	982000	985358	988716	992074	995432	998790	1002148	1005506	1008864	1012222	1015580	1018938	1022296	1025654	1029012	1032370	1035728	1039086	1042444	1045802	1049160	1052518	1055876	1059234	1062592	1065950	1069308	1072666	1076024	1079382	1082740	1086098	1089456	1092814	1096172	1099530	1102888	1106246	1109604	1112962	1116320	1119678	1123036	1126394	1129752	1133110	1136468	1139826	1143184	1146542	1149900	1153258	1156616	1159974	1163332	1166690	1170048	1173406	1176764	1180122	1183480	1186838	1190196	1193554	119691
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FINANCIAL NEWS AND MARKET REPORTS

Good final quarter helps Mobil put on 15pc

A recovery in the fourth quarter to December 31, helped Mobil Corporation to raise 1976 net profits by 15 per cent to \$942m. In the final three months profit jumped from \$197m to \$263m.

Mobil Oil, an operating group of MOC, since mid-1976 had estimated revenue, including excise and state petrol taxes, of around \$24,900m against \$22,400m. Revenues for the fourth quarter were \$6,700m compared with \$5,900m.

Overseas

The Corporation said that world-wide gross crude oil and natural gas liquids production, including quantities received under long-term and special arrangements, averaged 2.16 million barrels a day for the year 1976, a drop of 3.8 per cent. Gross production of natural gas fell 5 per cent, refinery crude runs went down 4.6 per cent, but petroleum product sales rose 1.9 per cent.

Mobil Oil's worldwide capital and exploration spending in the year was about \$1,363 against \$1,449m—AP.

Celanese fibre loss in fourth quarter

Celanese Corporation's fibre business made a loss of 59 cents a share in the fourth quarter of 1976 against an 83 cents profit. For the full year fibre profits declined from 94 cents to 32 cents a share.

It said its non-US fibre operations were hurt by currency devaluations and prolonged labour disputes in Celanese Canada. Full operation did not resume there until the latter part of the fourth quarter. The losses were also blamed on a world-wide slump in polyester textile film. But demand for polyester staple, its largest fibre product, remained relatively firm.

Net profit for the year however rose from \$50m to \$69m.—Reuters.

Racial extension

British group Racial Electronics has extended for two days until February 3 its cash offer for any and all shares of Milgo Electronic Corporation for \$26 a share. The offer was due to close next Tuesday. Racial said that it extended the offer to comply with an order issued by a United States district court.

The order stated that Racial should extend its cash offer, made on January 21, to ensure that all Milgo shareholders will have time to review the Applied Digital Data Systems' offer to exchange ADDS preferred stock for Milgo common.

TWA makes \$123m rebound from loss

A turnaround of \$123m is reported by Trans World Airlines from a loss of \$86.3m to a net profit of \$36.6m for 1976. The group also announced that it expects to pay in 1977 both accrued and current interest on its 6 1/2 per cent debentures due January 1, 1978.

Metal prices' uplift benefits MIM

Leading Australian group MIM Holdings increased its interim profit for the half to December 19 from \$A8.11m to \$A19.4m on sales up from \$A125m to \$A160m. The interim payment is doubled to 3 cents.

The board says that the increased earnings came from an improvement in the metal markets aided by the Australian dollar devaluation in the past three weeks of trading. But the better market conditions were offset to some extent by higher production costs and non-operating expenses. Meanwhile discussions are still proceeding for MIM to buy a 20 per cent interest in the Mount Goldsworthy iron-ore joint venture in Western Australia. A settlement is likely in the next quarter.

Bank Base Rates

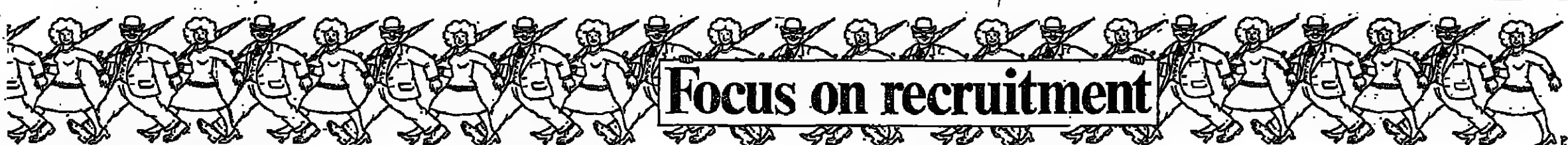
Bank	Rate
Barclays Bank	13%
Consolidated Credits	13%
First London Secs	13%
C. Hoare & Co.	13%
Lloyds Bank	13%
Midland Bank	13%
Nat Westminister	13%
Rossmorebank Acc's	13%
Shenley Trust	16%
Williams & Glyn's	13%

* 7-day deposits on sum of £10,000 and under 10% over £25,000, 10% over £25,000, 10% over £25,000.

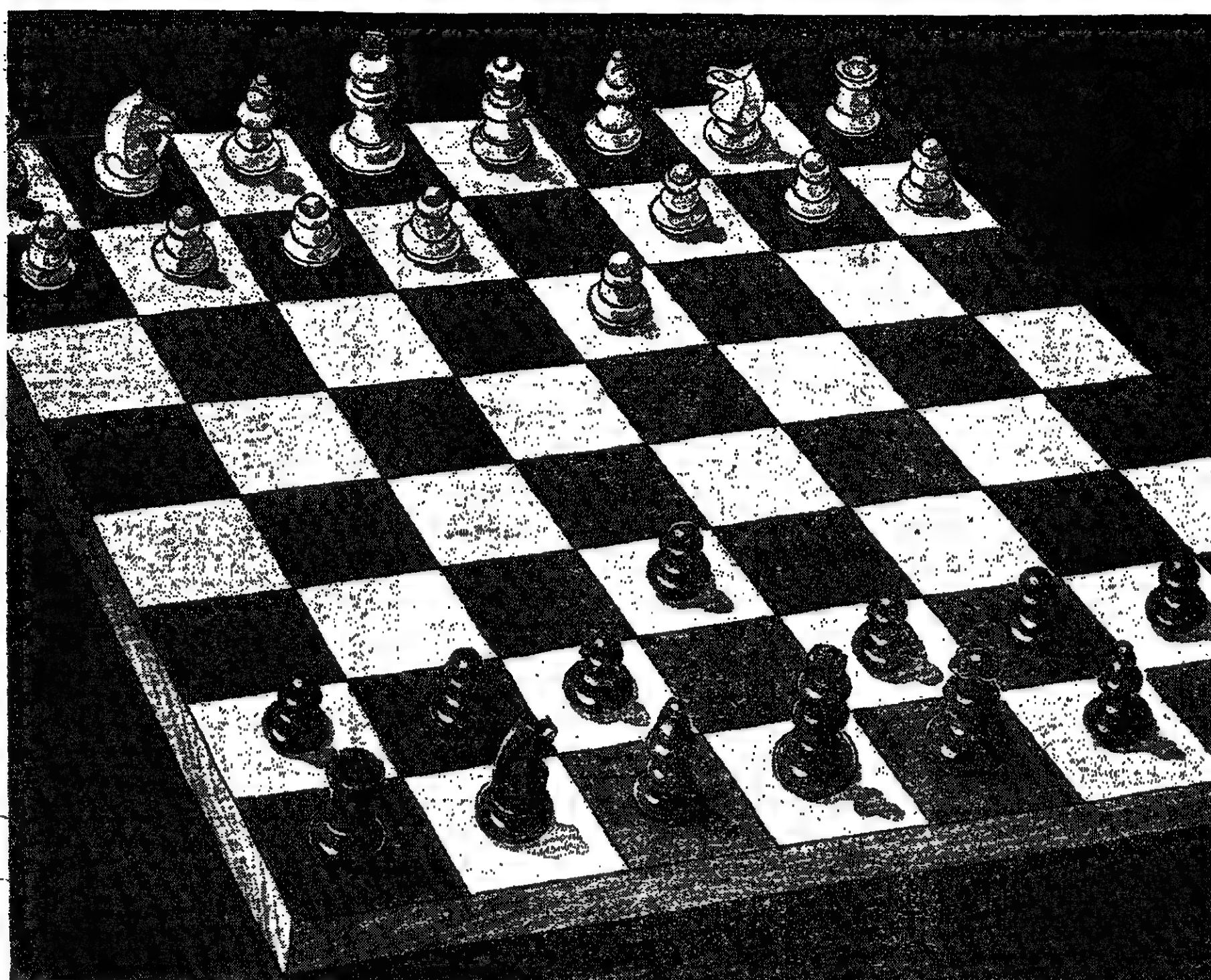
M. J. H. NIGHTINGALE & CO. LIMITED

62-63 Threadneedle Street, London EC2R 8HP. Tel: 01-536 8651

High	Low	Company	Last Price
32	27	Airsprung Ord	31kd
108	100	Airsprung 18% CULS	108
32	25	Armitage & Rhodes	28
114	96	Deborah Ord	101kd
122	104	Deborah 17% CULS	111
62	45	Henry Sykes	48
65	55	James Burrough	65
233	188	Robert Jenkins	209
24	8	Twinlock Ord	13
67	54	Twinlock 12% ULS	54
63	51	Unilock Holdings	52
69	65	Walter Alexander	68



All recruitment advertisements in this category are open to both male and female applicants.



Your next move

In the following fields:

Managerial

Overseas

Legal

Finance & Accountancy

Sales & Marketing

Medical

Local Government

Personnel

Public Relations

Publishing

Graduates

Educational

General

Managerial - Overseas - Legal - Finance & Accountancy - Sales & Marketing - Medical - Local Government - Personnel - Public Relations - Publishing - Graduates - Educational - General

READER COMPETITION

You can win a substantial cash prize by entering the competition for readers of this feature.

Three prizes will be awarded:

1st — £100
2nd — £75
3rd — £50

You will need to examine the advertisements in the feature to answer question A after which you must complete questions B and C.

- Where would you move to "Save the Children"
- Where would you move to "Paint the Scenery"
- Where would you move to "Teach Navigation"

At the ten most important pieces of information you look for in a recruitment advertisement in order of importance.

Using your skill and judgment re-write one of the advertisements in this feature embodying the criteria you have listed under question B.

Be sure to indicate which advertisement you have used. The closing date for the competition is Thursday, February 10th. Your entry should be addressed to:

Focus on Recruitment Competition
12 Coley Street, London, WC9 9YT

SUCCESSFUL SELLING

£3,714-£5,006 plus company car

men were among the top six earners in our sales force last year between £3,714 and £5,006.

For newcomers to selling when they joined us.

a substantial basic salary, even during the sales and product training; provide a car and refund expenses. We give our people every including top class field management, a telephone order desk and prompt delivery service.

Expansion is based on success achieved with our range of stationary and some well established territories are available in GREATER

London or Woman, with or without sales experience—if you have drive to succeed—please write or telephone for an interview.

SATEX DANFORD LTD.

Coleridge House, Fairbairn Gardens, London NW6 3QH
Tel: 01-328 2121



**REED'S SCHOOL,
COBHAM, SURREY**

Appointment of

HEADMASTER

The Governors invite applications for the position of Headmaster which becomes vacant on the 1st January 1978 on the acceptance by Mr R. N. Exton of an appointment in Melbourne.

Reed's is an independent boarding school for boys represented on the Governing Bodies Association and the Headmaster is a member of the Headmasters' Conference. Further information about the School will be found in the Public Schools Year Book.

Candidates, who should preferably be married and under the age of 45 and must be communicant members of the Church of England, may obtain particulars of the appointment and forms of application from the undersigned to whom these should be returned not later than 1st March 1977.

DAVID COOPER
Secretary to the Governors.

Reed's School,
8 Little Trinity Lane, London EC4V 2AB.
01-248 3625.

The British Council OVERSEAS CAREER SERVICE

The British Council, which has a responsibility for Britain's cultural and educational relations overseas, will have some vacancies in 1977. Staff can expect to work overseas for much of their careers in the 20 countries where the Council is represented.

We should like to hear from you if you are a graduate or have an equivalent professional qualification, and think you possess the personal and motivational qualities which cultural and educational promotion overseas demands. We will consider any subject or language, and any combination of them. Knowledge of a third language, Arabic for example, will be an advantage.

Previous most successful candidates have been between 25 and 35 years of age and have had several years' experience in such relevant fields as administration, public service, teaching or research. The initial salary is in the region of £2,600 and terms and conditions of service are in line with those of comparable organisations in the public sector. Free accommodation and overseas allowances, including children's education allowances, are provided while overseas.

For further details and an application form please write or telephone during A.T. to Staff Recruitment Department, The British Council, 25 Davies Street, London W1V 2AA, telephone 01-438 8071, ext. 3541.

PART TIME CAREERS

have fully qualified accountants on their books. We are looking for people with skills in a particular area to help you fill a vacancy or find a job. please ring Part Time Careers Ltd (T) 10, Golden Square, W1. Tel. 437 3103

PART-QUALIFIED ACCOUNTANTS

wanted for a number of companies in and around London. Salaries up to £2,500.

We also have a number of positions for fully qualified accountants. For further details please telephone Bridget Wood on: 01-437 5811

Graduate Girls/Men (Accountancy Division)
54-62 Regent Street, W.1



RECRUITMENT ADVERTISING
35 New Broad Street, London EC2M 1NH
Tel: 01-588 3585 or 01-588 3576
Telex No. 887374

Graduating this year? Opportunity for high-flier who has potential to join the Board in 7-10 years



GRADUATE INSURANCE BROKER

CITY

LEADING FIRM OF LLOYDS BROKERS

In excess of £4,000

Our Client seeks candidates who have recently graduated or who are due to graduate this year. Whilst working in close association with Directors of the Company, the selected applicant, who will join the highly profitable marine department, will be expected to work independently, use initiative, take considerable responsibility, as well as learning and developing the negotiating skills of the broking business, both in UK and Overseas. Worldwide travel should be expected. For the calibre of person sought by our Client, it is likely that a salary in excess of £4,000 will be paid. Contributory pension and free life insurance. Applications in strict confidence under reference GIB 9119/TT will be forwarded unopened to our Client, unless you state companies to which they should not be forwarded in a covering letter marked for the attention of the Security Manager:

CAMPBELL-JOHNSTON RECRUITMENT ADVERTISING LIMITED,
35 NEW BROAD STREET, LONDON EC2M 1NH

LANCASHIRE POLICE AUTHORITY

Appointment of Assistant Chief Constable

Applications for the above-mentioned post are invited from persons with wide police experience in Great Britain. Salary in accordance with scale £28,271 x £198(2) x £195(1) = £8,862, plus pay supplement of £228 on the first point of the scale and a supplement of £30 on the second point of the scale. The appointment will be subject to the Police Acts and Regulations for the time being in force and to a satisfactory medical examination. Housing accommodation will be provided or a rent allowance paid in lieu.

Application forms are obtainable from the Chief Executive/Clerk (Ref. 60), County Hall, Preston PR1 8XJ (Preston 54868, ext. 524), and should be returned, completed by Friday, the 11th February, 1977.

D.S.A. INTERNATIONAL

Management Recruitment Consultants

CURRENT OPPORTUNITIES

ENGINEERING	PROCUREMENT
Pipe Stress Engineers, £8,000	Senior Buyers — Petro-chem £7,500
Piping M.T.O. Designers £8,000	Procurement Co-ordinators (Turkey) Petro-chem, neg.
Project Engineers £8,200	Procurement Services Co-ordinator — Petro-chem, neg.
Vessel Engineers £8,000	Expedisers — Petro-chem, £4,500
Heat Exchange Engineers £8,000	Instrument Engineers £8,000
Pipe Support Designers £8,200	Instrument Designers £8,500
Mechanical and Civil Engineers—Heavy construction £7,000	

Full specification for all these appointments are available. Interested candidates should contact D.S.A. at

Unit 6,
241 Shepherds Bush Rd,
London, W.6.
Tel. 01-741 2341

PADDINGTON CHURCHES HOUSING ASSOCIATION

LTD.

Financial Assistant required to join team dealing with financial and accounting aspects of the development programme. Accounting experience desirable. Salary £21,250 to £3,700. 21 days' holiday and non-contributory pension scheme. Apply in writing to Barbara, Childsforth, Personnel Officer, P.C.H.A., 206 Willesden Lane, London, N.W.2.

OCCUPATIONAL THERAPIST

Required. Duties include realistic functional assessment of motor and sensory disabilities in the medical department and prescription of purposeful treatment in the fully equipped engineering, woodworking and assembly training sections. Applications to the General Manager, Sherwoods Training Centre, The Spastics Society, Disewell Hill, Welwyn, Herts.

Legal Costs Draughtsman/Woman

£5,000

Good previous experience, large City Solicitors.

Litigation/Advocacy Solicitor

£3,750

Newly qualified, medium sized Herts. firm.

Conveyancing Solicitor and Legal Executive

£ good plus excellent prospects

General Solicitor Including Litigation

£4,500

Surrey firm.

CLAYMAN AGENCY

31/33 High Holborn, W.C.1
(near Chancery Lane Tube) 01-405 1568



Focus on recruitment

Managerial - Overseas - Legal - Finance & Accountancy - Sales & Marketing - Medical - Local Government - Personnel - Public Relations - Publishing - Graduates - Educational - General

THE POLICE GRADUATE ENTRY SCHEME

The police have an increasing need for highly qualified men and women. There are two ways of entering — by normal application at any time of the year or through a special entry scheme. What follows gives you a basic outline of how the special entry scheme works and an opportunity to acquire more detailed information.

What are the advantages of the special entry scheme?

Under the special entry scheme, you can offer yourself, even before joining the police, for selection for the Special Course at the Police College, Bramshill. This course is for officers considered to have the potential for accelerated promotion to the rank of inspector and beyond.

Who can apply?

Any graduate or undergraduate in the final year of a full time degree course up to the age of 30 may apply. Any University or CNA degree is acceptable.

Closing dates for 1977 interviews for the special entry scheme are:

All forces except Metropolitan Police: 12th February.

Metropolitan Police: no further applications can be accepted under this scheme. Enquiries about ordinary entry for graduates can be made at any time.

Can a police career make full use of a university education?

The intellectual challenges of police work are considerable. Your ability and potential will be used to the full in combating the increasingly complex problems which today's society poses for the police. You will find the work demanding, satisfying and rewarding. A real challenge.

Like to find out more?

Police starting pay is £2,400 p.a. (£2,749 in London). Inspectors start at £3,960 (£4,540 in London) a year basic salary. On top of this all police officers receive free accommodation or rent allowance. The current maximum of which ranges from £420 to £980 (half for single officers) a year depending on area. For more information, please send off the coupon to Supt. David Mellor, Room 511, Horseferry House, Dean Rye Street, London SW1 or ask for the Graduate Liaison Officer at the Headquarters of the Police Force of your choice.

Please send me literature on the opportunities for graduates in the police service.

Name (Mr/Ms/Miss) _____

Address _____

Degree/Course _____

A POLICE CAREER

Makes the most of your youth, brains and education

ENGINEERING MANAGER

Large International company with radio manufacturing facilities in Hong Kong requires an experienced Engineering Manager to direct engineering department in the design/development of a wide range of audio/electronic products.

Applicant should have electrical engineering degree (or equivalent) and experience in organization and supervision of the work of others in radio product business. Compensation is open and will be set on basis of background/experience/past accomplishments. Regular expatriate benefits, including home leave, will also be provided.

This is a challenging opportunity with grow potential in a results-oriented work atmosphere.

If you have the necessary background and are looking to join a winning team, please submit your curriculum vitae for our review. All replies will be treated in absolute confidence, and no enquiries will be made of anyone without the applicant's clearance. Initial interviews will be conducted in London.

Please submit your application to

MR. HORST B. DRISNER,
EUROPEAN DIRECTOR OF PERSONNEL
GTE SYLVANIA S.A.
P.O. BOX 392
CH-1211 GENEVA 3 SWITZERLAND

UNIVERSITY OF ABERDEEN

SCHOOL OF AGRICULTURE, ABERDEEN

LECTURER IN AGRICULTURAL BIOCHEMISTRY

Candidates should have good honours degrees in Chemistry, Biochemistry or Agricultural Biochemistry with Botany as a subsidiary subject, and at least two years' post-graduate research experience in Plant Biochemistry.

Salary on scale £3,333-£5,655 with placing according to qualifications and experience. Superannuation and removal allowance.

Further particulars from The Secretary, The University, Aberdeen, with whom applications (2 copies) should be lodged by 11th February, 1977.

FACULTY OF LAW

Applications are invited for post of

LECTURER

within the Department of Jurisprudence. Salary on scale £3,333-£5,655 with appropriate placing. Superannuation benefits.

Further particulars from The Secretary, The University, Aberdeen, with whom applications (2 copies) should be lodged by 11th February, 1977.

LECTURESHIP IN STATISTICS

Applications are invited for above post. The candidates' interests may be in any branch of theoretical or applied Statistics. Salary on scale £3,300-£5,655, with appropriate placing.

Further particulars from The Secretary, The University, Aberdeen, with whom applications (2 copies) should be lodged by 18th February, 1977.

SENIOR MINING ENGINEER

Senior Mining Engineer with rock mechanics and coal background required for surface and underground projects. Immediate assignments on deep open-pit mine designs, tunnels and surface rock excavations.

Applicants should have 5 to 15 years of experience with post-graduate training, management and supervisory background. Salary open.

Applicants are requested to submit resume in confidence to:

Mr. D. M. Davison
KLOHN LEONOFF CONSULTANTS LTD.
140-1st Avenue S.W.
Calgary, Alberta,
Canada T2P 0A5

SECURITY IN SELLING

We are an international American corporation looking for personnel to help us expand in the English market and set up new marketing systems. Earning potential £8,000 p.a.

Telephone 01-262 5373 between 1 and 4 p.m. weekdays

Clywd County Council

DIRECTOR OF ADMINISTRATION AND LEGAL SERVICES

Salary: £11,319 to £12,043

The Officer appointed will be responsible for legal services, committee services and other functions, including personnel and management services. The person appointed will be a member of the Chief Officer's Management Team and the salary advertised includes recognition for this.

The successful applicant will have administrative and managerial experience at a high level. Application forms and particulars of the appointment are available from Mr. J. G. Jones, Director of Administration, 1st Floor, 1st Avenue S.W., Calgary, Alberta, Canada T2P 0A5. Closing date: 15th February, 1977.

AUSTRALIA NEW SOUTH WALES DEPARTMENT OF TECHNICAL AND FURTHER EDUCATION

TEACHER OF NAVIGATION AND SEAMANSHIP

Applications are invited for the above position.

SALARY: SA12,290 per annum range SA15,166 per annum including allowances. Commencing salary determined according to qualifications and experience.

QUALIFICATIONS: Extra Master's Certificate or B.Sc. (Nautical Studies) or equivalent with suitable experience. Teaching experience desirable.

DUTIES: Successful applicant will be required to teach any subject to Master Foreign Going Standard.

CONDITIONS:

(a) Career salary scale and promotion opportunities;
(b) Security of employment;
(c) Excellent superannuation, subject to certain conditions;

(d) 11 weeks annual leave;

(e) Liberal sick and long service leave benefits;

(f) Country service could be involved.

Interviews will be arranged in London. Subject to certain conditions the successful applicant will be eligible for:

• Payment of fares to Sydney.

• Financial assistance towards cost of removal expenses.

• Financial assistance towards initial accommodation expenses.

For further information and application form telephone or write to the Recruitment Section, New South Wales Government Offices, 65 Strand, London, WC2N 3LZ (Tel. 01-638 8631, Extension 184), where applications close on MONDAY, 28th FEBRUARY, 1977. When telephoning or writing please quote reference 44/638(77).

An invitation to all undergraduates.

We in the Royal Navy are interested in any undergraduates, Arts or Science, who's interested in us.

If you'd like to know more about the range and types of different careers there are for Officers in the Royal Navy, Royal Marines or WRNS, a University Liaison Officer will be able to answer your questions. One of them will be visiting your college this spring term—visits up to February 18th are shown below.

If you'd like to have a chat with one of them the best way is to fix an appointment with your Careers Advisory Service or Appointments Board or write to: Commander B.D.F. Street, MA, MIEE, RN Officer Entry Section, (997), Old Admiralty Building, Spring Gdns, London SW1A 2SE.

ROYAL NAVY OFFICER

1 University College, London	8 Portsmouth Polytechnic
2 Warwick University	9 Manchester University
3 Leeds University	10 Keele University
4 North London Polytechnic	11 University College of Wales, Aberystwyth
5 Preston Polytechnic	12 Southampton University
6 Lancaster Polytechnic	13 Solihull University
7 Coventry City Polytechnic	14 North Staffordshire Polytechnic
8 York University	15 Brunel University
9 Liverpool Polytechnic	16 Bangor University
10 Hull University	17 Kingston Polytechnic
11 Loughborough University	18 Thames Valley University
12 Bolton Institute of Technology	19 Cambridge College of Art and Technology
13 Derby College of Art and Technology	20 Sussex University
14 University College of North Wales, Bangor	21 Reading University
	22 East Anglia University
	23 London University

If your college is not on the list it will probably be visited later this term. You can still consult us by letter, however, by writing to the address above.

Community Industry

FINANCE OFFICER

Starting salary £4,678 (including supplement of £313 and London Weighting of £465)

We are a government granted organisation employing throughout Great Britain those young people who have difficulty in getting and keeping jobs. Our purpose is to help them gain better employment opportunities by developing their work and associated skills through practical work experience on environmental and community tasks combined with extensive individual personal support and guidance.

We have 42 Area Offices with a potential labour force of 4,700. The Central Office is located in London.

The Finance Officer is a member of the Central Office management team with national responsibilities. He or she will have direct oversight of all Community Industry income and expenditure, and the auditing of Area Offices. A vital part of the job will be the training and advising of Area staff, and therefore a willingness to undertake a certain amount of travelling is important.

Further details, application form and job specification from:

Community Industry, King House, 11 Westbourne Grove, London W2 4JA. (Tel.: 01-229 9713).

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Expanding City Export/Import Merchants seek the above to assist in the development of accountancy section. The successful candidate will be responsible for the preparation of accounts, bookkeeping, and other financial duties. Write with full details to:

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Occupational Health £8000 p.a. plus

Debenhams Limited is one of the most successful and profitable retail businesses in the U.K. Our success is created and sustained by the 21,000 people who work in department stores and other shops throughout the country.

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Your primary objectives will be the prevention of sickness and the promotion of health. You will be responsible to the Chief Executive and initially, you will have a professional responsibility to the group's consulting physician. Ideally, you will already have had experience and training in occupational medicine, though we will provide the opportunity for post graduate training if necessary.

The starting salary will not be less than £8000 p.a. and there are the additional benefits you would expect of a major, progressive employer.

Please write for further information and an application form to the group's medical advisor - Dr. K. Bergin, Director, Cavendish Medical Centre, 98 New Cavendish Street, London W1M 7QF.

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He or she will be expected to devise and execute a vigorous programme including press liaison, exhibitions, and two major award schemes, and to administer a busy office and service the responsible committee. A degree is not essential, but IPM membership or a CAM diploma would be an advantage.

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Candidates should have successful records in overseas or United Kingdom sales of capital equipment. Communication ability both written and verbal in more than one language an advantage.

Written applications giving full details of career to date should be addressed to:- Mr. S. S. Bayliss, Precision Printing Equipment Limited, Borden Trading Estate, Oxtonger Road, Borden, Hants.

THE LONDON CHAMBER OF COMMERCE AND INDUSTRY

requires an

EXECUTIVE

for its North American section

He/she will also be required to assist with parts of the Middle East. Duties involve advising members on the markets in those areas and organising conferences, seminars, overseas trade missions and other promotional activities as well as acting as secretary to the various committees.

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Must attend to the operation, maintenance, repair and all the A.C. Departments and must be fully familiar with preventive maintenance and trouble shooting of air conditioning plant of the above type "Carrier" 600 and all related equipment such as:

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- (D) All electrical equipment and controls related to air conditioning
- (E) Cooling Towers.

Must also be familiar with large A.C. plant from 4 centrifugal types, preferably "Carrier".

MINIMUM QUALIFICATIONS:

Not less than 5 years' experience. A Technical Diploma in Mechanical Engineering is desirable.

(2) PLUMBING/PIPE FITTING SUPERVISORY

Must supervise the sanitary-plumbing/pipe fitting work, jobs, direct and supervise all assignments pertaining to plumbing section such as:

- (A) Preventive maintenance on all drinking water gas and sewage network.
- (B) New installations and/or relevant repair jobs.
- (C) Repairs and preventive maintenance on domestic water installation, sanitary appliances and appliances such as gas ranges, water heaters.
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- (E) Providing all necessary material with respect to plumbing.

MINIMUM QUALIFICATIONS: Not less than 5 years' experience. A Technical Diploma in Plumbing is desirable but not essential.

For both the above positions, preference will be given to persons with overseas experience, particularly in the Middle East. Minimum regular contract for two years, renewable salaries and allowances, air conditioned and furnished air transportation to and from Dhahran each by attractive educational assistance grants for school-children. Local transportation allowance in cash or earned income without Saudi taxes. Ten and half month year with 45 days vacation paid.

Apply as soon as possible with complete resume and professional background, list of references and v diplomas/testimonials, including personal data, such as: at birth and current home address, date of birth, family status (wife's maiden name, names of child sex) to:

Dhahran International Airport P.O. Box 164

Dr. Abdul Aziz Al-Dabbas

Dean of Faculty and Personnel Affairs

University of Petroleum and Minerals

Dhahran-Saudi Arabia

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The successful candidate will have a keen interest in helping aged people in the developing and drive and keenness to set and get to expand the financial help we are at overseas. The person will need to have a good working ability and a record of successful achievement. We therefore think the position will be particularly interesting to a sales manager/seeing early retirement.

Please reply, in confidence, giving full c.v. to Frank Baker, P.O. Box 408, London, quoting Ref.: JT/21.



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APPOINTMENT OF

KEEPER OF PRINTS, DRAWINGS AND MAPS

The present holder of this post retires in April 1977.

Applications are invited from persons with a qualifications and experience for this post. Candidates must have a good honours degree in subject and a thorough knowledge of Welsh is essential.

The person appointed will be expected to carry out his duties on 1 September 1977.

The salary scale will be £7,455 x 3 annual increments of £9,122 per annum and a contributory superannuation scheme applies.

Further details and application forms may be obtained from the Secretary of the Library at the above address and applications should reach the Librarian not later than 19 March 1977.

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BOX 0120 J THE TIMES.

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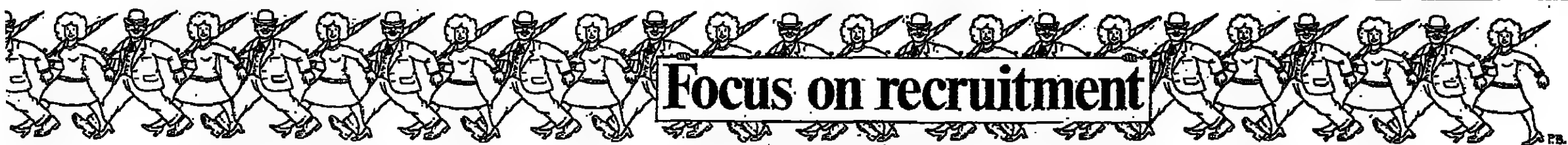
Response in detail to: Box 0102J, The Times

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seek a young admitted solicitor (or barrister who is qualified) to act as assistant to one of our Senior Solicitors in advising 2 and 3 Clubs/Shipowners/Charterers on charterparty disputes, bills of lading problems, and cargo claims.

Candidates will deal mostly with arbitrations and disputes expected quickly to assume responsibility within the company conducting his/her own case load when would involve foreign travel.

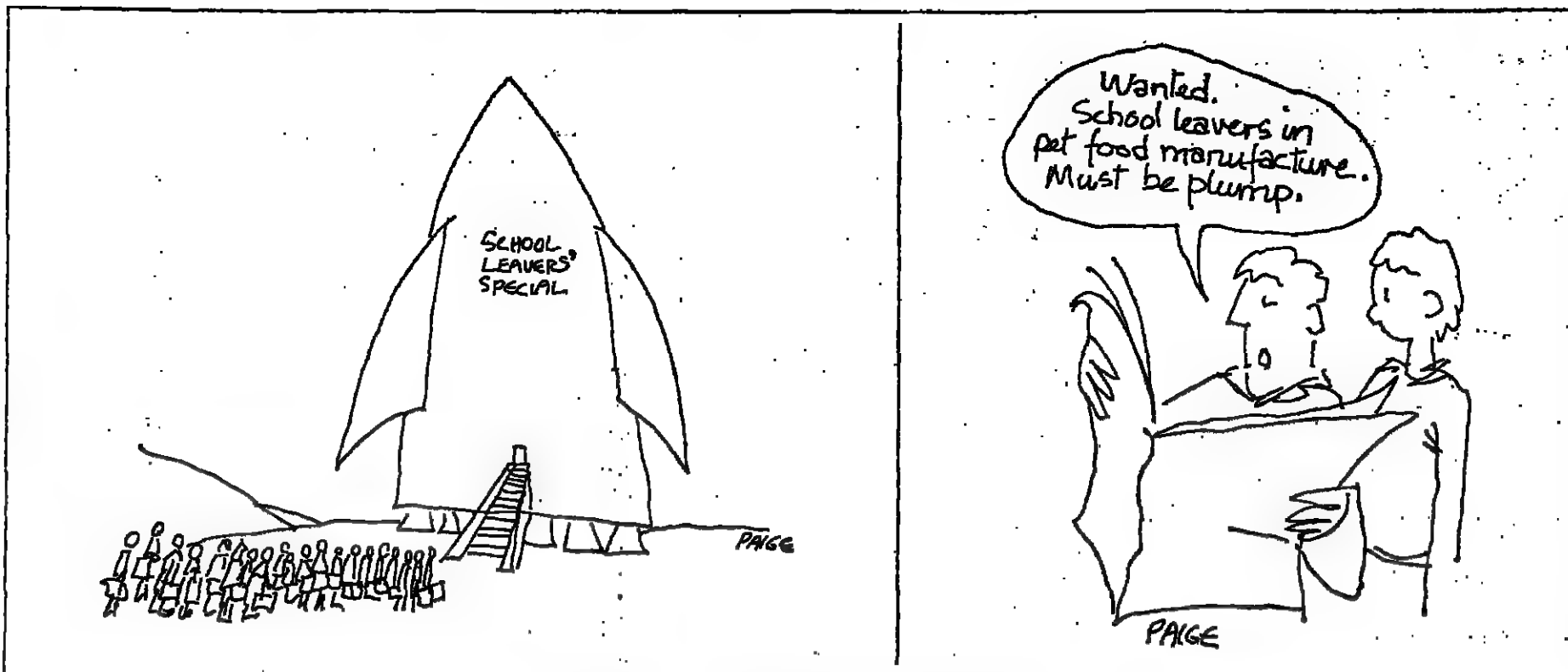
Knowledge of maritime law, either in print, articles or otherwise but not essential, as would be a foreign language. Good salary depending on age and experience. Please write giving full curriculum vitae to: J. C. Sheppard, HOLMAN, FENWICK & WILLIAMS, 1 Papey Street, London EC4N 4AU.



Managerial - Overseas - Legal - Finance & Accountancy - Sales & Marketing - Medical - Local Government - Personnel - Public Relations - Publishing - Graduates - Educational - General

Rays of hope for the young

It is going to be an easy year for school-leavers, graduates or middle managers looking for jobs, although the gloom is still not completely relieved. The Institute of Careers will be at least as bad this year as it was in 1976, and could be worse. This was the view put forward by Mr Ray Hurst, who is the Institute's honorary secretary and principal careers officer at the Institute of Careers, an area of average unemployment. He said that at the end of 1976 there were about 250,000 out of work, of whom more than a fifth were not school-leavers who had lost their jobs and could not find another. The figure was the worst since 1930, and was associated with unemployment of about 10 per cent. A figure that could rise to 15 per cent by the end of this year. The figures for youth unemployment understated the seriousness of the situation, Mr Hurst went on to say. For example, there were another 800 on command, work experience, or other state schemes, and would be looking for work courses ended. As Mr Hurst has lies in the economy, but even a place as the government us believe it will this year, take some time to be improved job opportunities. He suggested by the economy a million new jobs will be created in 1978 and 1979 to absorb the unemployed, and the question can the economy be so that extent? he says. He is this possible, the probabilities would remain. The regions would remain. The and Wales, for example, time with their problems: time: they have always had a average unemployment." It is, however, heartened by sees as the government's: to do something constructive. The Institute on a variety of the government's Services Agency, working with other people the careers of the Department of it.



The working party is to report in March on the feasibility of extending work experience, job creation and training programmes to all young people between 16 and 19 who are either handicapped, disadvantaged, not in full-time education or who are unemployed. At the moment, some young people can qualify for a £16 a week state allowance for six months to keep them while they gain experience at a place of work, employers can be paid £10 a week for taking on a young person who has been without work for six months, while other young people who can't get apprenticeships through employers can learn through TSA or industrial training boards. Mr Hurst and the ICO, who have been pressing for a permanent system of help for young people for the past 10 years, hope that such schemes will be continued and strengthened when they come up for review in September this year. He says that although there are more and more school-leavers each year, it is a mistake not to give a thought to the other teenagers who may have had and lost a first or second job and cannot find another. They are often semi-skilled or unskilled, and are the most dependent upon the economy to produce jobs for them. The position was already "quite catastrophic" by the end of last year. Mr Hurst says the outlook is disturbing throughout industry for young people: hard in manufacturing industry, hard in the retail trade and hard in office employment.

There is a note of qualified optimism on graduate employment prospects from Mr Brian Putt, who is the director of the universities' central services unit for careers services. Mr Putt says that demand for highly-qualified job applicants such as graduates moves up and down very quickly with the degree of confidence in industry, and on the assumption that 1977 must be better "otherwise we all go down the pan" a slight improvement in demand seems to be afoot. With the knowledge that the IMF is to help Britain out and that the terms are not as stiff as originally feared, Mr Putt says, demand for graduates in manufacturing could be as much as a third up on last year. "Industry and commerce go immediately for the highly-qualified to make movement as quickly as possible," he added. Mr Putt's unit, with three other organizations, produced a joint assessment of graduate supply and demand for this year. The other three bodies are the Computer-Assisted Placement Service, the Standing Conference of Employers of Graduates and the Standing Conference of University and Polytechnic Careers Services. Last year's joint forecast, which said there would be at least as many jobs available as were taken up in 1975, proved accurate, so the forecasters approached 1977 with some confidence. The general conclusion is that although there will be more first and higher degree graduates coming on the market, and even though there will be slightly reduced opportunities for further study or training, the increase in demand will be enough to absorb all the additional graduate job seekers. "This year, like 1976," the forecast says, "will therefore be a difficult year for graduates, although the fact remains that they are in a much stronger position than most of the population—not least because they have a wide range of choice." Demand from the public sector, Civil Service, local and regional authorities, will go down even further, until it is only half what it was two years ago. On the other hand, apart from increase in demand from manufacturing industry (up 30 per cent on 1976), there is likely to be a continued and

unsatisfied demand for most types of engineer. There will also be a brisk demand in computer programming, production management, the armed services, industrial accounting, police and fire services, marketing with lesser-known companies and in purchasing and selling. Demand for middle management this year, on present trends, will be "marginally better" than in 1976 but there will be no substantial change, according to Mr Garry Long, deputy managing director of management consultants MSL Group International. Mr Long's company, which has recruitment and advertising interests, said: "We've based our own budgets on the assumption that 1977 will be marginally better than 1976 but nothing like as good as we expected six months ago." This was particularly so with middle management, for their opportunities were more circumscribed than those of higher management, since if a company needs a financial director, it needs one just as badly if not more so in bad times than in good. Returning to the example of MSL, Mr Long said that the work of the recruitment and advertising side had been higher this month than for some time, across the whole range from graduates to middle management. Firms were beginning to fill gaps they had left empty last year, and were beginning to think about the "milk round" or annual recruiting drive at the universities and polytechnics. On the other hand, outside those firms which had graduate recruitment programmes that they wanted to keep going, he felt that many employers were now looking not so much for graduate entrants so much as men and women who had had a couple of years' experience.

Ross Davies



So you can fly a fast jet. Now comes the difficult part.

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To handle it with skill alone is not enough; intelligence, forethought and above all responsibility are required. Without these qualities you would also be ill-suited to the higher management positions you may hold later in your career. If the challenge of a career as an RAF officer appeals to you, please contact your local RAF Careers Information Office. (You'll find the address in the phone book.) You can make an appointment with the officer in charge. Or send this coupon to Group Captain H.E. Boothby, OBE, ADC, BA, RAF Officer Careers 9 401/1, London Road, Stanmore, Middlesex HA7 4PZ.



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Please send me information about aircrew officer careers.

Name _____ Address _____

Date of Birth _____ (Age limit 17-35+3) (Formal application must be made in the UK)

Please enclose a separate note listing your present and/or intended educational qualifications. You should have 3 or more acceptable GCE O-levels, at Grade C or above, or equivalent, and subjects must include English Language and Maths, or equivalent. If you can offer A-levels or a degree, so much the better.

9 401/1

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BOX 0103 J, THE TIMES.

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An International Construction Group requires the services of Quantity Surveyors to work on large construction projects at Jeddah, Saudi Arabia. The candidates are expected to have three to ten years experience in civil/electrical/mechanical work and should hold membership of the Institution of Quantity Surveyors.

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Applications with detailed professional background, address and telephone should be sent to: Dr. I. H. Qureshi of Saritow Ltd., 51 Berkeley Square, London, W.1, as soon as possible.

Interviews will be held in London and those selected would be expected to join their positions at Jeddah within two to three weeks.

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Required based Kathmandu with already well established Team. Teams also operating in other remote areas of Nepal which necessitates arduous travel. Initial one year tour offered. Salary negotiable subject to age and experience. Board and lodging provided. Return air fares paid. Local leave given with subsistence allowance. Terminal leave.

Apply: Overseas Personnel Officer, The Save the Children Fund, 157 Clapham Road SW9 0PT. Telephone: 01-582 1414 ext. 31 Save the Children

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The Australian Opera Workshops

REQUIRE AN EXPERIENCED SCENIC ARTIST LOCATION: SYDNEY, AUSTRALIA DURATION OF EMPLOYMENT: MINIMUM TWO YEARS TRAVEL ASSISTANCE ON APPLICATION SALARY: A\$10,000-AR\$11,000 LANGUAGE: ADEQUATE COMMUNICATION IN ENGLISH NECESSARY COMMENCEMENT DATE OF EMPLOYMENT: APRIL 1ST, 1977 APPLICATION: IN WRITING (INCLUDING PHOTOGRAPHS AND REFERENCES) To Stage Director, Australian Opera Company, P.O. Box 3194, Brickfield Hill, N.S.W. 2008 Australia.

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Have a number of vacancies for: ELECTRICAL ENGS. MECHANICAL ENGS. CIVIL ENGS. BUILDING ENGS.

If you are considering working overseas in 1977, contact: R. K. McKenna, CONSTRUCTION MANAGER, 26a HIGH STREET, HOUNSLOW, MIDDLESEX. Tel: 01-872 7363

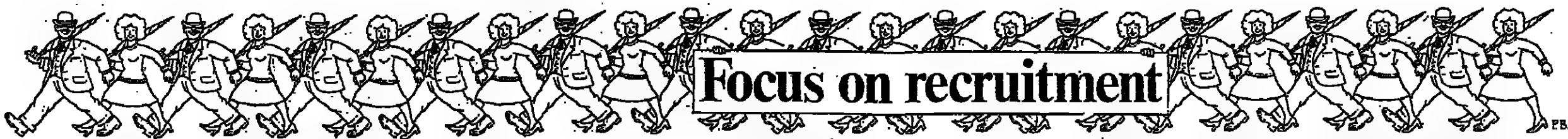
NORTH EAST THAMES REGIONAL HEALTH AUTHORITY REGIONAL MEDICAL OFFICER

Applications are invited from qualified medical practitioners with a wide knowledge of National Health Service Organisation for the post of Regional Medical Officer which will become vacant in April, 1977.

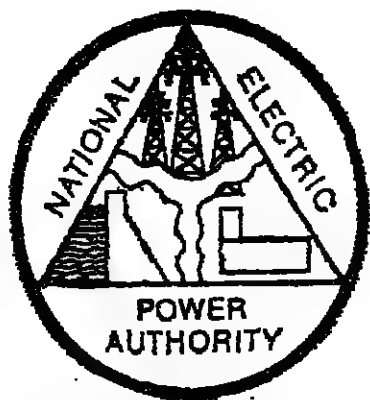
The salary scale is £13,085—£13,524 per annum inclusive of London Weighting.

Application form and further information can be obtained from The Regional Personnel Officer, North East Thames Regional Health Authority, 40 Eastbourne Terrace, London W2 3QR. (Tel: 01-262 8071, Ext. 128).

Completed application forms, marked in confidence, should be returned to Mr. H. R. Moore, Chairman of the Authority, not later than 15th February, 1977.



Managerial - Overseas - Legal - Finance & Accountancy - Sales & Marketing - Medical - Local Government - Personnel - Public Relations - Publishing - Graduates - Educational - General



NATIONAL ELECTRIC POWER AUTHORITY NIGERIA-VACANCIES

The National Electric Power Authority responsible for generation, transmission and distribution of electric power throughout the Federal Republic of Nigeria requires for immediate appointment, the following categories of professionals:

- (i) Engineers (Electrical, Mechanical, Civil, Protection, Control and Metering)
- (ii) Technologists (Electrical, Mechanical, Civil, Protection, Control and Metering)
- (iii) Technicians (Electrical, Mechanical & Civil)
- (iv) Surveyor
- (v) Architect
- (vi) Accountants/Auditors
- (vii) Systems Analysts/Programmers
- (viii) Senior Executive Officers (Accounts) and Higher Executive Officers (Accounts)
- (ix) Safety Officer

For (i) above, applicants must possess a good university degree in Electrical, Mechanical or Civil Engineering or an equivalent professional qualification registrable with the Council of Registered Engineers of Nigeria.

Candidates for (ii) above must possess the Higher Technician Diploma in Electrical, Mechanical or Civil Engineering, or its equivalent.

Candidates for (iii) must possess the Ordinary Technician Diploma in Electrical, Mechanical or Civil Engineering, or its equivalent.

Candidates for the post of Surveyor should possess a good university degree in Surveying or an equivalent professional qualification and must have acquired at least 3 years post qualification relevant experience.

Candidates for the post of Architect must possess a good university degree in Architecture or an equivalent professional qualification, plus at least 3 years' post qualification relevant experience.

Candidates for (vi) must possess one of A.C.A., A.C.C.A. and A.C.M.A.

For positions (vii) above, candidates should hold a computer science degree from a recognised university.

In addition, candidates for the post of Systems Analyst must possess extensive programming and systems analysis experience using COBOL and/or FORTRAN in a business environment while candidates for the post of Programmer must be versatile in the use of COBOL and/or FORTRAN and IBM 360/370 DOS Software and be experienced in STRUCTURED or MODULAR programming. Applicants without much experience may be

considered for TRAINEE appointments if they display sufficient aptitude and are adjudged capable of rapid development.

Candidates for the post of Senior Executive Officer (Accounts) must possess a good University Degree in Accounting or Parts I-IV of A.C.A., A.C.C.A. or A.C.M.A. with reasonable industrial experience while candidates for the post of Higher Executive Officer (Accounts) must possess Parts I-II of the A.C.A., A.C.C.A., A.C.M.A., A.C.I.S. or Higher National Diploma in Accounting/Business Studies.

Applicants for the post of Safety Officer should possess a good university degree in engineering or business administration plus at least 4 years' post qualification experience, two of which must have been spent in promoting and organising industrial safety in a large organisation.

REMUNERATION:

Salaries to be offered are attractive and will be commensurate with qualifications and experience.

CONDITIONS OF SERVICE:

Appointment is pensionable but successful candidates will be on probation for two years. The posts attract several fringe benefits such as leave grant and car basic allowance. The Authority also endeavours to provide quarters but where this fails, appropriate housing allowance is paid in lieu. Other conditions of service will be as for Senior Employees of identical grades in the Authority.

METHOD OF APPLICATION:

Applicants in Nigeria can obtain application forms from the Director of Personnel, Electricity Headquarters, 24/25 Marina, Lagos, or any of the Authority's Directors of Operations/Directors of Distribution/District Managers/Undertaking Managers within the country. Applicants in Canada and United States of America can obtain application forms from the offices of the Nigeria High Commission, Canada and Nigerian Embassy in Washington while applicants in the

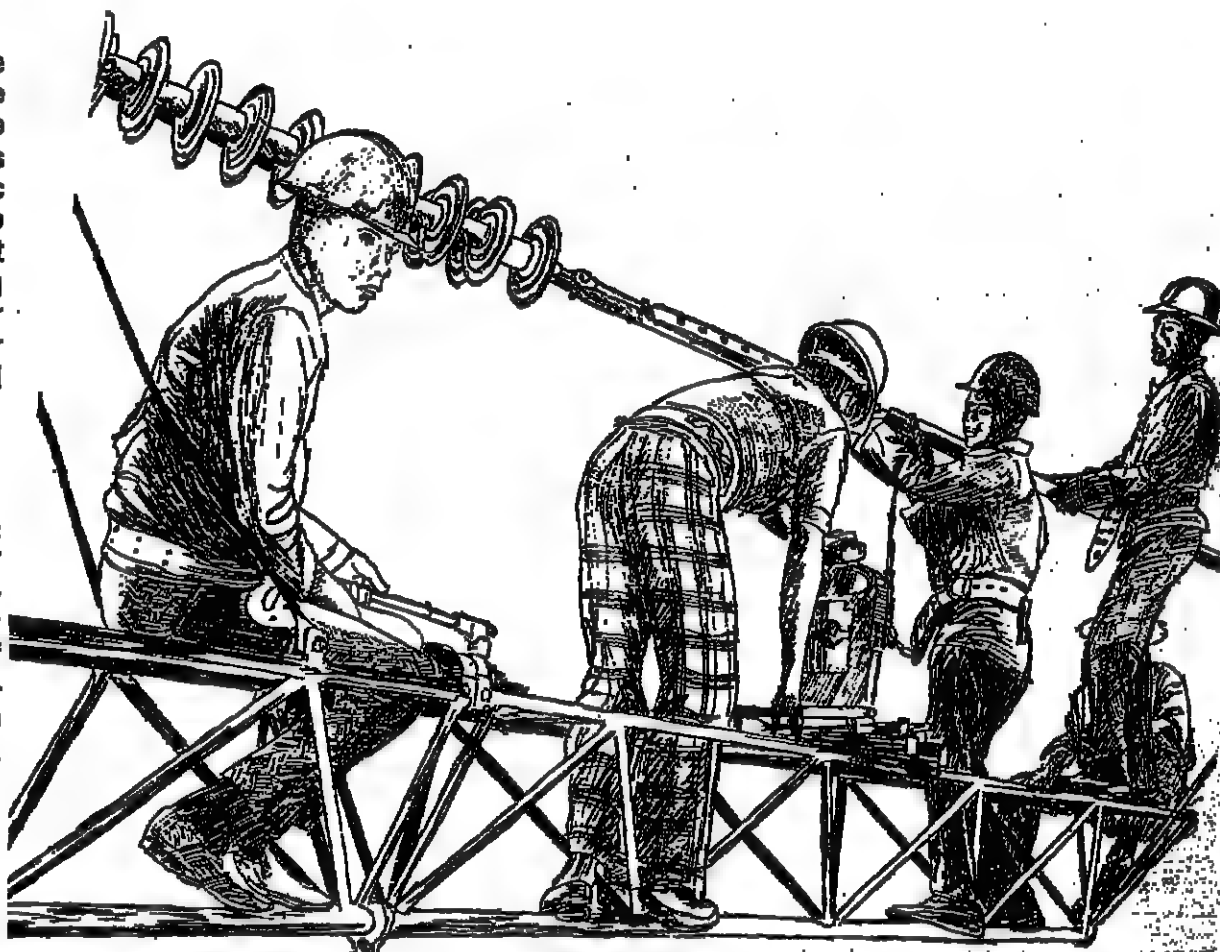
United Kingdom can obtain application forms from the Resident Engineer, National Electric Power Authority London Office, York House, 199 Westminster Bridge Road, London, S.E.1

All completed application forms must reach the office of Personnel,



**NATIONAL ELECTRIC POWER AUTHORITY
ELECTRICITY HEADQUARTERS
24/25 MARINA-LAGOS NIGERIA**

not later than Friday 25th February



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- DENTIST
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London Borough of Bromley

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We are seeking a Head of Home for our purpose built Cheshire Home in Brighams, Devon.

Apply for details to:

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Some references needed.

Fluently bilingual English/French.

Knowledge Greek appreciated.

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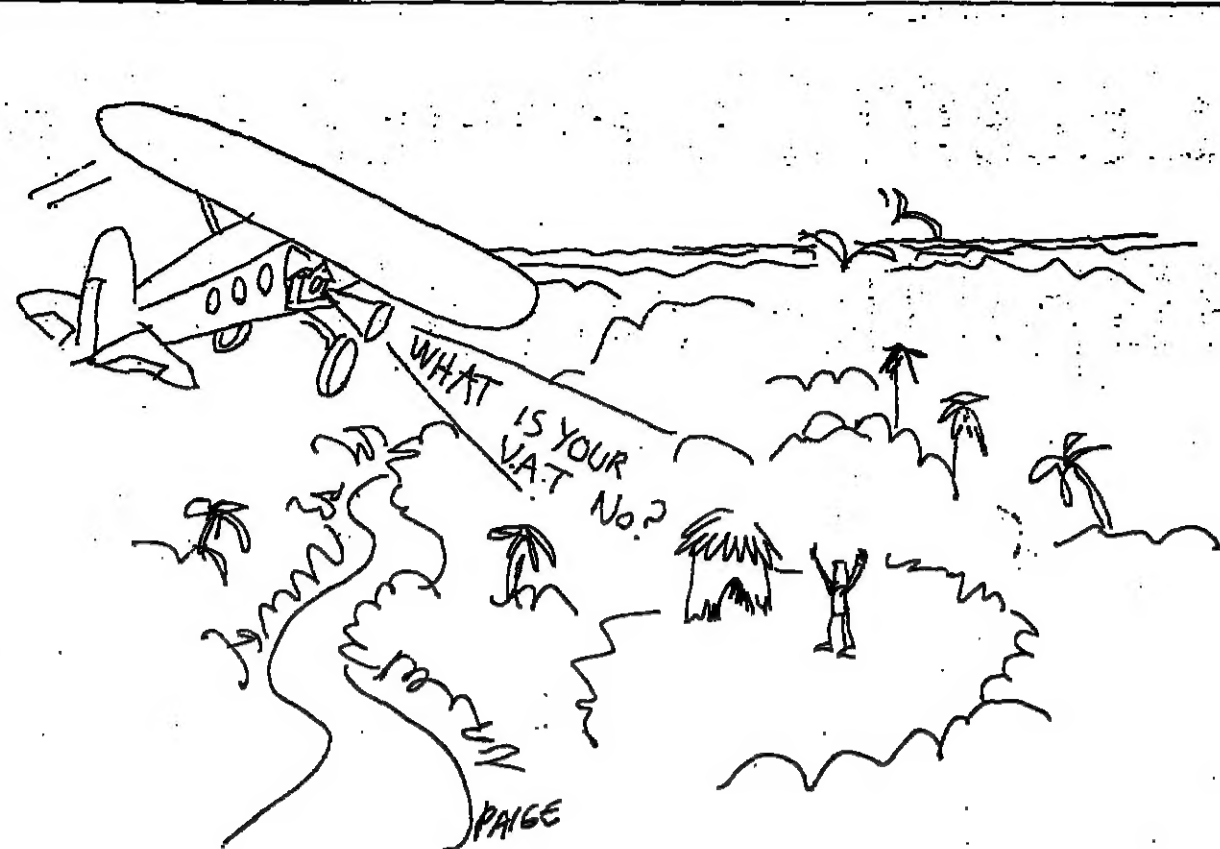
Snags of working abroad

It is fair to say that this year British subjects will be competing for overseas jobs in any year heyday of colonial expansion. The government's own Professional Register, which now asks for staff from foreign countries, reports that during the past year a number of job seekers registered have signified willingness to work overseas has nearly trebled. Mr. Long, deputy managing director of MSI International Group, recruitment consultancy involved in recruitment for jobs in Canada that attracted 300 replies a few months ago, has brought in 1,700 inquiries.

management consultant, Mr. Egan, describes the quantity of British executives wanting to work overseas as "almost enormous". He says that the expatriate overseas, either with a British employer, as the only way of being able to save now that incomes control seem to be a part of the British way of life.

There are the advantages of moving overseas? A man particularly interested in this is Egan, a former BP executive and Abu Dhabi and now consultant with PA Management Consultants, concentrating on continental recruitment services. Speaking of working overseas, Egan said that a job outside Europe is a job outside Europe. He said that the company that you had in Britain with the group, it will be meeting ministers, and would probably be interested in the parent company. If you've got the same table with them, you've got the same table with them. If you've got the same table with them, you've got the same table with them.

rest of the job is likely to be by the greater responsibility. Most developing countries to replace expatriates with nationals, so the chances are that you are sent out it is because a skill that is short in that country. Therefore, of being one of the first to go back at head office. You would probably spend part of your time in the local, and there's a temptation to be had from the fact that you're contributing to a development.



Mr. Egan says that for anybody contemplating a career either in a multinational, which he defines as employing at least 100,000 people, operating in a dozen or more countries and with a turnover of at least £1,000m a year—or even in one of the bigger international companies, some feel for the problems of operating in overseas countries is essential.

It may be the obvious things like understanding that it is impossible to expect a full day's work out of the local staff in Arab countries when they are weakened during the month's fast.

There are less obvious examples: it is no good, for instance, wording memos in French in the blunt, English way when the French expect a more roundabout, even philosophical approach.

This feel for what it is like on the ground overseas is, Mr. Egan says, essential not only if a manager is to be effective at a senior level, but also in landing jobs on the way up.

"If I'm looking for a recruit to a multinational company, and he or she hasn't worked abroad before, I have to ask myself, 'Will the man's wife go?' If it's a woman, 'Will her husband go?' How will they behave if mother becomes ill or if their house is burgled while they're away—will the wife be able to cope with housekeeping and shopping in a foreign country?"

If there is evidence that the candidate has lived and worked abroad before and survived, then the presumption is that he or she can do it again, Mr. Egan adds.

Against that, he points out, the overseas manager may be less able to keep up with developments in his or her speciality because the trade journals do not reach that far, and he or she will also miss the gossip in the office which gives advance warning of new orders or of moves up and down within the hierarchy.

Once overseas, Mr. Egan says, there is a theory that it is not wise to stay away from the production centre after the age of 40 or so. Multinationals require people over this age who will work abroad, but the risk is that after

this age one becomes too valuable where one is, and may tend not to be brought back when vacancies occur at head office.

On the other hand, there are risks if the older executive is obliged to come home as when an oil company job is nationalized by the producer country. He may arrive home to find that there is not a job of similar standing available, and with times as they are, there might not be much on offer at another company.

There can be domestic as well as career benefits. Living standards are

generally higher. A multinational can usually provide a larger and more comfortable house than the executive's own. In a developing country there would probably be a servant or servants.

Mr. Egan estimates that a young professional should be able to save £2,000 a year in Brussels, and somebody in their mid-30s working in the Gulf should be able to put by as much as three times that amount—something few people can aspire to at home.

Overseas service often lifts the burden of educating children privately, for many multinationals will pay to allow parents to continue their children's education in this country even if a posting is to a place like Brussels where education is available to a British standard and type.

A common arrangement is that the children are allowed at the company's expense to fly out to see their parents twice a year (they usually pick Easter and Christmas) and parents come back once a year, usually at Christmas.

Executives without children often elect to spend their paid leaves not in Britain but in a third country, thus seeing even more of the world.

The disadvantages are usually advantages that do not work out. It is a change to work in Hong Kong rather than in the City, but not if the executive or a wife hates living in a high-rise flat rather than in a suburban house.

If the children do not like the school the firm is paying for them to be in, that makes for trouble. Some people would love to get away from the part of Britain they live in, but what if the people who rent the British home

will not pay their rent, do not look after the place or will not move out when the time comes?

Despite all the pitfalls, it is easier to move overseas with a multinational or big international company, because they are used to looking after their staff.

This is not necessarily the case with smaller, local firms overseas, who are not used to employing high-priced expatriate labour, used to contracts that bring with them four weeks' paid home leave and accommodation of European standard.

There are horror stories about employers impounding passports to stop expatriates claiming their home leave, of jobs and of accommodation that was not all it was cracked up to be. Nevertheless, says Mr. Egan, jobs with local companies can be rewarding and there are precautions that a would-be expatriate can take.

He suggests that you research an employer, trying to find out credit rating and standing in his country. This can be done in Britain, either through the requisite British embassy or through a British-based international bank with local operations.

"Ask for photographs of the accommodation offered, and see that the contract describes fully the job, the pay, and leave", is Mr. Egan's advice. The checking often takes a long time, and offers have sometimes to be accepted quickly, but he recommends "don't be dazzled by a tremendously generous offer".

Ross Davies

This gentleman is a map of where one of our overseas chaps has buried his earnings.



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nce it would seem only ant the people involved ents should have to pay sequences and that the who still do not own not have to subsidize. But that having been of difficulties come to about pedestrians, who about a third of road t of which can be attri- carelessness of drivers? n of blame is central to companies' opposition. In the proper charge, do do with insurance be- ment is not related to river who manages to f accidents would be same amount as the sends himself or some- p.

insurers are against the- ple but maintain that, becoming so complex- eistic for the Govern- able for insurers and the motoring public". e a charge, they say, i to the price of petrol and licence.

ns organizations base n on the argument that s being unfairly singled in effect, to pay again Health Service benefits already entitled. If the icked on, why not the for there are still more and seriously injured in 1 year than on the roads? mizer, the hang-gliding

ught is that the cost of s of road accidents could twice over if everyone t. What has not been upstaged in the debate volutionary wearing of seat the measure would lead reduction in govern- re, far more than would a so-called hospital tax.

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Donner People's p. On the p. 10.0. Peble. em. 2.00-2.14. 3.00. Reading. the 6.0 7.00. 7.30. Newday. School. 4.20. icknary. 4.48. 8.30. Craven. 5.35. 8.00. 9.30. Nationwide. a World. 10.0. Pop. rd Files. 1. One. 11.35. News. 11.45-11.50. Reading. 12.00. Old Days.

Figure Skating p. 12.00. NBC 11:— 4.40 pm. Today. 5.00. The Wind. 5.10. 6.00. The 6.10. 6.20. 6.30. 6.40. 6.50. 7.00. 7.10. 7.20. 7.30. 7.40. 7.50. 8.00. 8.10. 8.20. 8.30. 8.40. 8.50. 9.00. 9.10. 9.20. 9.30. 9.40. 9.50. 10.00. 10.10. 10.20. 10.30. 10.40. 10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30. 12.40. 12.50. 1.00. 1.10. 1.20. 1.30. 1.40. 1.50. 2.00. 2.10. 2.20. 2.30. 2.40. 2.50. 3.00. 3.10. 3.20. 3.30. 3.40. 3.50. 4.00. 4.10. 4.20. 4.30. 4.40. 4.50. 5.00. 5.10. 5.20. 5.30. 5.40. 5.50. 6.00. 6.10. 6.20. 6.30. 6.40. 6.50. 7.00. 7.10. 7.20. 7.30. 7.40. 7.50. 8.00. 8.10. 8.20. 8.30. 8.40. 8.50. 9.00. 9.10. 9.20. 9.30. 9.40. 9.50. 10.00. 10.10. 10.20. 10.30. 10.40. 10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30. 12.40. 12.50. 1.00. 1.10. 1.20. 1.30. 1.40. 1.50. 2.00. 2.10. 2.20. 2.30. 2.40. 2.50. 3.00. 3.10. 3.20. 3.30. 3.40. 3.50. 4.00. 4.10. 4.20. 4.30. 4.40. 4.50. 5.00. 5.10. 5.20. 5.30. 5.40. 5.50. 6.00. 6.10. 6.20. 6.30. 6.40. 6.50. 7.00. 7.10. 7.20. 7.30. 7.40. 7.50. 8.00. 8.10. 8.20. 8.30. 8.40. 8.50. 9.00. 9.10. 9.20. 9.30. 9.40. 9.50. 10.00. 10.10. 10.20. 10.30. 10.40. 10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30. 12.40. 12.50. 1.00. 1.10. 1.20. 1.30. 1.40. 1.50. 2.00. 2.10. 2.20. 2.30. 2.40. 2.50. 3.00. 3.10. 3.20. 3.30. 3.40. 3.50. 4.00. 4.10. 4.20. 4.30. 4.40. 4.50. 5.00. 5.10. 5.20. 5.30. 5.40. 5.50. 6.00. 6.10. 6.20. 6.30. 6.40. 6.50. 7.00. 7.10. 7.20. 7.30. 7.40. 7.50. 8.00. 8.10. 8.20. 8.30. 8.40. 8.50. 9.00. 9.10. 9.20. 9.30. 9.40. 9.50. 10.00. 10.10. 10.20. 10.30. 10.40. 10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30. 12.40. 12.50. 1.00. 1.10. 1.20. 1.30. 1.40. 1.50. 2.00. 2.10. 2.20. 2.30. 2.40. 2.50. 3.00. 3.10. 3.20. 3.30. 3.40. 3.50. 4.00. 4.10. 4.20. 4.30. 4.40. 4.50. 5.00. 5.10. 5.20. 5.30. 5.40. 5.50. 6.00. 6.10. 6.20. 6.30. 6.40. 6.50. 7.00. 7.10. 7.20. 7.30. 7.40. 7.50. 8.00. 8.10. 8.20. 8.30. 8.40. 8.50. 9.00. 9.10. 9.20. 9.30. 9.40. 9.50. 10.00. 10.10. 10.20. 10.30. 10.40. 10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30. 12.40. 12.50. 1.00. 1.10. 1.20. 1.30. 1.40. 1.50. 2.00. 2.10. 2.20. 2.30. 2.40. 2.50. 3.00. 3.10. 3.20. 3.30. 3.40. 3.50. 4.00. 4.10. 4.20. 4.30. 4.40. 4.50. 5.00. 5.10. 5.20. 5.30. 5.40. 5.50. 6.00. 6.10. 6.20. 6.30. 6.40. 6.50. 7.00. 7.10. 7.20. 7.30. 7.40. 7.50. 8.00. 8.10. 8.20. 8.30. 8.40. 8.50. 9.00. 9.10. 9.20. 9.30. 9.40. 9.50. 10.00. 10.10. 10.20. 10.30. 10.40. 10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30. 12.40. 12.50. 1.00. 1.10. 1.20. 1.30. 1.40. 1.50. 2.00. 2.10. 2.20. 2.30. 2.40. 2.50. 3.00. 3.10. 3.20. 3.30. 3.40. 3.50. 4.00. 4.10. 4.20. 4.30. 4.40. 4.50. 5.00. 5.10. 5.20. 5.30. 5.40. 5.50. 6.00. 6.10. 6.20. 6.30. 6.40. 6.50. 7.00. 7.10. 7.20. 7.30. 7.40. 7.50. 8.00. 8.10. 8.20. 8.30. 8.40. 8.50. 9.00. 9.10. 9.20. 9.30. 9.40. 9.50. 10.00. 10.10. 10.20. 10.30. 10.40. 10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30. 12.40. 12.50. 1.00. 1.10. 1.20. 1.30. 1.40. 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4.30. 4.40. 4.50. 5.00. 5.10. 5.20. 5.30. 5.40. 5.50. 6.00. 6.10. 6.20. 6.30. 6.40. 6.50. 7.00. 7.10. 7.20. 7.30. 7.40. 7.50. 8.00. 8.10. 8.20. 8.30. 8.40. 8.50. 9.00. 9.10. 9.20. 9.30. 9.40. 9.50. 10.00. 10.10. 10.20. 10.30. 10.40. 10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30. 12.40. 12.50. 1.00. 1.10. 1.20. 1.30. 1.40. 1.50. 2.00. 2.10. 2.20. 2.30. 2.40. 2.50. 3.00. 3.10. 3.20. 3.30. 3.40. 3.50. 4.00. 4.10. 4.20. 4.30. 4.40. 4.50. 5.00. 5.10. 5.20. 5.30. 5.40. 5.50. 6.00. 6.10. 6.20. 6.30. 6.40. 6.50. 7.00. 7.10. 7.20. 7.30. 7.40. 7.50. 8.00. 8.10. 8.20. 8.30. 8.40. 8.50. 9.00. 9.10. 9.20. 9.30. 9.40. 9.50. 10.00. 10.10. 10.20. 10.30. 10.40. 10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30. 12.40. 12.50. 1.00. 1.10. 1.20. 1.30. 1.40. 1.50. 2.00. 2.10. 2.20. 2.30. 2.40. 2.50. 3.00. 3.10. 3.20. 3.30. 3.40. 3.50. 4.00. 4.10. 4.20. 4.30. 4.40. 4.50. 5.00. 5.10. 5.20. 5.30. 5.40. 5.50. 6.00. 6.10. 6.20. 6.30. 6.40. 6.50. 7.00. 7.10. 7.20. 7.30. 7.40. 7.50. 8.00. 8.10. 8.20. 8.30. 8.40. 8.50. 9.00. 9.10. 9.20. 9.30. 9.40. 9.50. 10.00. 10.10. 10.20. 10.30. 10.40. 10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30. 12.40. 12.50. 1.00. 1.10. 1.20. 1.30. 1.40. 1.50. 2.00. 2.10. 2.20. 2.30. 2.40. 2.50. 3.00. 3.10. 3.20. 3.30. 3.40. 3.50. 4.00. 4.10. 4.20. 4.30. 4.40. 4.50. 5.00. 5.10. 5.20. 5.30. 5.40. 5.50. 6.00. 6.10. 6.20. 6.30. 6.40. 6.50. 7.00. 7.10. 7.20. 7.30. 7.40. 7.50. 8.00. 8.10. 8.20. 8.30. 8.40. 8.50. 9.00. 9.10. 9.20. 9.30. 9.40. 9.50. 10.00. 10.10. 10.20. 10.30. 10.40. 10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30. 12.40. 12.50. 1.00. 1.10. 1.20. 1.30. 1.40. 1.50. 2.00. 2.10. 2.20. 2.30. 2.40. 2.50. 3.00. 3.10. 3.20. 3.30. 3.40. 3.50. 4.00. 4.10. 4.20. 4.30. 4.40. 4.50. 5.00. 5.10. 5.20. 5.30. 5.40. 5.50. 6.00. 6.10. 6.20. 6.30. 6.40. 6.50. 7.00. 7.10. 7.20. 7.30. 7.40. 7.50. 8.00. 8.10. 8.20. 8.30. 8.40. 8.50. 9.00. 9.10. 9.20. 9.30. 9.40. 9.50. 10.00. 10.10. 10.20. 10.30. 10.40. 10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30. 12.40. 12.50. 1.00. 1.10. 1.20. 1.30. 1.40. 1.50. 2.00. 2.10. 2.20. 2.30. 2.40. 2.50. 3.00. 3.10. 3.20. 3.30. 3.40. 3.50. 4.00. 4.10. 4.20. 4.30. 4.40. 4.50. 5.00. 5.10. 5.20. 5.30. 5.40. 5.50. 6.00. 6.10. 6.20. 6.30. 6.40. 6.50. 7.00. 7.10. 7.20. 7.30. 7.40. 7.50. 8.00. 8.10. 8.20. 8.30. 8.40. 8.50. 9.00. 9.10. 9.20. 9.30. 9.40. 9.50. 10.00. 10.10. 10.20. 10.30. 10.40. 10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30. 12.40. 12.50. 1.00. 1.10. 1.20. 1.30. 1.40. 1.50. 2.00. 2.10. 2.20. 2.30. 2.40. 2.50. 3.00. 3.10. 3.20. 3.30. 3.40. 3.50. 4.00. 4.10. 4.20. 4.30. 4.40. 4.50. 5.00. 5.10. 5.20. 5.30. 5.40. 5.50. 6.00. 6.10. 6.20. 6.30. 6.40. 6.50. 7.00. 7.10. 7.20. 7.30. 7.40. 7.50. 8.00. 8.10. 8.20. 8.30. 8.40. 8.50. 9.00. 9.10. 9.20. 9.30. 9.40. 9.50. 10.00. 10.10. 10.20. 10.30. 10.40. 10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30. 12.40. 12.50. 1.00. 1.10. 1.20. 1.30. 1.40. 1.50. 2.00. 2.10. 2.20. 2.30. 2.40. 2.50. 3.00. 3.10. 3.20. 3.30. 3.40. 3.50. 4.00. 4.10. 4.20. 4.30. 4.40. 4.50. 5.00. 5.10. 5.20. 5.30. 5.40. 5.50. 6.00. 6.10. 6.20. 6.30. 6.40. 6.50. 7.00. 7.10. 7.20. 7.30. 7.40. 7.50. 8.00. 8.10. 8.20. 8.30. 8.40. 8.50. 9.00. 9.10. 9.20. 9.30. 9.40. 9.50. 10.00. 10.10. 10.20. 10.30. 10.40. 10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30. 12.40. 12.50. 1.00. 1.10. 1.20. 1.30. 1.40. 1.50. 2.00. 2.10. 2.20. 2.30. 2.40. 2.50. 3.00. 3.10. 3.20. 3.30. 3.40. 3.50. 4.00. 4.10. 4.20. 4.30. 4.40. 4.50. 5.00. 5.10. 5.20. 5.30. 5.40. 5.50. 6.00. 6.10. 6.20. 6.30. 6.40. 6.50. 7.00. 7.10. 7.20. 7.30. 7.40. 7.50. 8.00. 8.10. 8.20. 8.30. 8.40. 8.50. 9.00. 9.10. 9.20. 9.30. 9.40. 9.50. 10.00. 10.10. 10.20. 10.30. 10.40. 10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30. 12.40. 12.50. 1.00. 1.10. 1.20. 1.30. 1.40. 1.50. 2.00. 2.10. 2.20. 2.30. 2.40. 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10.50. 11.00. 11.10. 11.20. 11.30. 11.40. 11.50. 12.00. 12.10. 12.20. 12.30

